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|  | **Action**  | **Measured by /PI/ Timescale** | **Responsibility**  | **Impact**  |
| 1 | Attendance of Diversity Champions at Local Government Staff Commission training and networking events reappoint Diversity Champions as necessary  | Attendance at events/ training Reappointment were necessary | Diversity Champions (Nominated Members/ Officers) | Training: Sharing of good practice between diversity champions Raising awareness  |
| 2 | Arrange regular meetings of the Internal/ External Diversity Champions  | 4 Internal Group Meetings 3 External Group Meetings  | Diversity Champions Diversity Group Members(Internal/ External) | Promoting positive attitudes towards disabled people |
| 3 | Training on Disability to be included in annual training programmes | Disability Training to be included in the Council training programme 2017-2020 | Organisation Development Officer  | Training: Staff to be aware of their responsibilities to people with disabilities |
| 4 | Implement training in Learning Disability | Implement training with staff  | Organisation Development OfficerCustomer Accessibility Officer | Actively promote positive attitudes towards disabled people in the work place  |
| 5 | Increase awareness of the support services/initiatives relating to Mental Health.  | Training and promotional work ongoing and up to 2020 | Organisation Development Officer  | Actively promote positive attitudes towards disabled people (inc. the workplace) |
| 6 | Provide dementia and autism awareness training for customer service staff | Further training to be provided by September 2017Ongoing refresher Training to 2020 | Organisation Development Officer and Customer Services Manager/ Officer | Promoting positive attitudes towards disabled people:To ensure that the experience of people with dementia or autism using a service is a positive one and takes account of their needs |

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| 7 | Ensure that Council facilities are as accessible as possible | Implement action recommended by audit of Council facilitiesOngoing to 2020 | Property Services ManagerCustomer Services Manager | Other:Improved accessibility of Council facilities |
| 8 | Community Relation in Schools Programme (CRIS) | Support the community relations in schools   | GRO | Promoting positive attitudes towards disabled people:The programme will include a multi-ability focus promoting understanding and comfort with people with differing learning and physical needs |
| 9 | Apply for the Inclusive Sports Facility (ISF) accreditation for all Leisure Centres  | Ongoing 2017-2020 | Sports Development Officers Customer Accessibility OfficerHealth and Safety Officer  | Promoting positive attitudes towards disabled people:The ISF Accreditation is a mechanism forDisability Sports NI to encourage andvalidate the achievement of sports facilitieswhich are fully inclusive of people withDisabilities |
| 10 | Engage with local disability organisations and local disabled people in relation to our Disability Action PlanOne to One meetings with Customer Accessibility Officer | Ongoing Action | Customer Accessibility Officer | Promoting positive attitudes towards disabled people:Attaining valuable input from disability organisations and local disabled people at a grass roots level, which will shape our Disability Action Plan |

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| 11 | Increase in participation level of disabled persons in work experience/ placements  | Participation levels of disabled persons for work experience/placements Feedback from above | HR Manager | Actively promote positive attitudes towards disabled people in the work place.Encourage participation by disabled people in public life through giving them work experience/ placement  |
| 12 | Ensure full support for disabled employees within the workforce | Re-survey staff and ensure support measures are in place by Jan 2018. | HR Manager | To better understand and address the needs of disabled people in the work place.  |
| 13 | Implementation of Read & Write a tool to aid staff with hidden disabilities such as dyslexia  | Training to be provided by September 2017 | HR Organisation Development OfficerCustomer Accessibility Officer | Actively promote positive attitudes towards disabled people in the work place Encourage participation by disabled people in public life through giving them easier access to service information and support. |
| 14 | Apply for Employers For Disability Northern Ireland – Member Accreditation  | To be accredited by December 2017 | HR Manager | Actively promote positive attitudes towards disabled people in the work place  |
| 15 | Support the enterprise programmes in Disabled Organisations/ Groups within our borough | Pilot to be in place by December 2017 ongoing to 2020 | Waste Manager / Recycling ManagerCustomer Accessibility Officer | Promoting positive attitudes towards disabled people and encouraging them to participate in public life through enterprise programmes |
| 16 | Ensure that our Council website is fully accessible especially for those who have a sensory impairment and promote the use of Disabled Go. | Ongoing review as website is developed | Customer Accessibility OfficerCommunications ManagerE-Comms Officer | Promoting positive attitudes towards disabled people:Ensuring that Council website is accessible to all equally |

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| 17 | Implementation of the JAM (Just a Minute) Card Initiative | To be completed by September 2017 | Customer Services Manager Customer Accessibility Officer  | Promoting positive attitudes towards disabled people:To further improve Council support and accessibility we will introduce the JAM Card and App. |
| 18 | In line with the Community Plan, about supporting young people with disabilities, focus on the review of best practice of Summer Scheme and Play Park provision/facilities. | To be actioned by March 2017 and kept under regular review | Customer Accessibility Manager and Community Planning Manager | Promoting positive attitudes towards disabled people:Further improve the roll out of our Summer Scheme protocol and complete the review of Summer Schemes etc. |
| 19 | Prepare Annual Progress Report for the Equality Commission  | To be ready by 31 August 2017Permanent rolling action year on year | All departments/ officers with actions on DAPCustomer Accessibility Officer  | Promoting positive attitudes towards disabled people:Reporting on the Council departments progress on disability/ equality action plan points |
| 20 | Review Disability Action Plan for Antrim & Newtownabbey Borough Council | DAP to be reviewed by March 2020 and new DAP to be drafted  | Diversity Champions Working Group  | Promoting positive attitudes towards disabled people and encouraging them to participate in public life |