



Belfast Policing and Community Safety Partnership

Disability Action Plan

September 2019

Foreword

The Belfast Policing and Community Safety Partnership's (PCSP) Disability Action Plan for 2019-2024 sets out how we as a PCSP intend to improve the quality of life for all people with disabilities who live in, work in or visit Belfast.

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Belfast Policing and Community Safety Partnership (PCSP) is required when carrying out its functions to have due regard to the need to promote positive attitudes towards disabled people and encourage participation by disabled people in public life ('the disability duties').

As the Chair of the Belfast Policing and Community Safety Partnership, and the Chief Executive of Belfast City Council, we would like to express our commitment to the objectives set out in the Plan.

It is important for us to be conscious of the Disability Discrimination (NI) Order 2006 and supporting legislation when carrying out our functions. The PCSP Members, Statutory Partners and Council staff will work to meet the targets that we have set ourselves and will provide the support and leadership required to ensure that the Disability Action Plan is implemented effectively.

Councillor Michael Donnelly
Chair, Belfast PCSP

Suzanne Wylie
Chief Executive, Belfast City Council

Date

Date

Contents

Section	Content	Page
1	Purpose of the Disability Action Plan	4
2	Functions of Belfast Policing and Community Safety Partnership	6
3	Public Life Positions	9
4	Action Measures	10
5	Publication and Reporting	15

1.0 Purpose of the Disability Action Plan

- 1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Belfast Policing and Community Safety Partnership (PCSP) is required when carrying out its functions to have due regard to the need to:
 - promote positive attitudes towards disabled people; and
 - encourage participation by disabled people in public life ('the disability duties')
- 1.2 Under Section 49B of the DDA 1995, Belfast Policing and Community Safety Partnership (PCSP) is also required to submit to the Equality Commission a disability action plan showing how it proposes to fulfill these duties in relation to its functions.
- 1.3 The Belfast Policing and Community Safety Partnership (PCSP) is committed to implementing effectively the disability duties and this disability action plan. We will allocate all necessary resources (in terms of people, time and money) in order to implement effectively this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.
- 1.4 We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan effectively implemented. We will ensure the effective communication of the plan to staff and to providing all necessary training and guidance for staff on the disability duties and the implementation of the plan.
- 1.5 We confirm our commitment to submitting an annual report to the Equality Commission on the implementation of this plan as well as carrying out a five yearly review of this plan.
- 1.6 Belfast PCSP is also committed to consulting with disabled people when implementing and reviewing its plan.

- 1.7 Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within the Belfast Policing and Community Safety Partnership (PCSP) will be:

Lorna Somers
Safer City Assistant Manager
Belfast PCSP
City Hall
BT1 5GS

Telephone number: 02890 270556
Textphone: 028 9027 0405
Email: pcsp@belfastcity.gov.uk

- 1.8 If you require this plan in an alternative format (such as in large print, in Braille, on audio cassette, easy read or on computer disc) and/or language, please contact the above person to discuss your requirements.
- 1.9 A copy of this plan, our annual progress to the Equality Commission and our five year review of this plan will be made available on our website www.belfastcity.gov.uk/pcsp.

2.0 Functions

- 2.1 On 1 April 2012 – Policing and Community Safety Partnerships (PCSPs) were established through the legislation of the Justice Act (NI) 2011.
- 2.2 On 17 August 2015 – PCSPs were legally reconstituted following the appointment of Independent Members through a public appointments process carried out by the Northern Ireland Policing Board. This process is due to be completed again in 2020.
- 2.3 The work of Policing and Community Safety Partnerships is overseen by the Joint Committee. This is a group made up of representatives from Department of Justice (DOJ) and the Northern Ireland Policing Board (NIPB).
- 2.4 The functions of PCSPs as laid out in Justice Act (Northern Ireland) 2011 Part 3 and Schedule 1 outlines the functions of a PCSP are as follows:-
 - a) to provide views to a relevant district commander and to the Policing Board on any matter concerning the policing of the district;
 - b) to monitor the performance of the police in carrying out:
 - (i) the policing plan in relation to the district: and
 - (ii) the local policing plan applying to the district or any part of the district;
 - c) to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district;
 - d) to make arrangements for obtaining the views of the public about matters concerning the policing of the district and enhancing community safety in the district and to consider fully any views obtained;

- e) to act as a general forum for discussion and consultation on matters affecting the policing of the district and enhancing community safety in the district;
- f) to prepare plans for reducing crime and enhancing community safety in the district;
- g) to identify targets or other indicators by reference to which it can assess the extent to which those issues are addressed by action taken in accordance in any such plans;
- h) to provide any such financial or other support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety in the district, and
- i) such other functions as are conferred on it by any other statutory provision.

2.5 The functions of a PCSP mentioned in section 2.4 a), b) and c) –
(i) are referred to in this part as its “restricted functions” and
(ii) must be exercised, on behalf of the PCSP, by the Policing Committee of the PCSP

2.6 References, in this section to enhancing community safety in any district are to make the district one in which it is, and is perceived to be, safer to live and work, in particular by the reduction of actual and perceived levels of crime and other anti-social behaviour.

2.7 In the performance of the above roles the PCSP carries out functions in the following areas:

- **Consult** with the public to find out what issues in relation to policing and crime are of concern within Belfast;
- **Identify** local policing priorities arising from the consultation and discuss these with the PSNI District Commander and encourage the District Commander to take these issues into account when the local Policing Plan is being drawn up;

- **Monitor** police performance against the objectives contained in the local Policing Plan and the Northern Ireland Policing Plan as it relates to the district;
- **Engage** with the community to obtain the co-operation of the public with the police in preventing crime;
- **Act** as a general forum for discussion and consultation on all matters relating to the policing of the district;
- **Provide** grant aid to facilitate consultation by the police with any local community in the district.

3.0 Public Life Positions

- 3.1 Belfast Policing and Community Safety Partnership has been designated as a 'public authority' under provisions contained in the Commission for Complaints (Northern Ireland) Order 1996 as amended by the Justice Act (Northern Ireland) 2011.
- 3.2 Belfast Policing and Community Safety Partnership has no responsibility over public life positions. The appointment of Political Members to the Policing and Community Safety Partnership is the responsibility of Belfast City Council by virtue of the Justice Act (Northern Ireland) 2011. The same is true of the appointment of Independent Members which is the responsibility of the Northern Ireland Policing Board (NIPB).
- 3.3 However, Belfast PCSP will undertake to enable the contribution and participation of disabled people in its programmes and events through pro-active engagement.

4.0 Action Measures

4.1 Outlined below are the measures which we as a PCSP propose to take over the period of this disability action plan (2019-2024), together with performance indicators or targets.

Measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life

Measures	Timescale Indicators/target	Performance
<p>1. Provision of training and guidance for staff and PCSP Members on disability equality legislation and disability awareness</p> <p>Demonstrating an outward commitment to disability duties, ensuring staff and members are aware of these duties and the Disability Action Plan (DAP), promote positive attitudes towards disabled people and remove attitudinal barriers</p>	<p>Phased; Arrange Disability Awareness Training for Elected and Independent Members following the appointment of new Independent Members to (D)PCSPs in 2020. To be completed within a year of Independent Members appointment.</p> <hr/> <p>All PCSP staff to have attended training within 1 year of commencing employment (facilitated by Belfast City Council)</p>	<p>Number of Members (Elected, Independent and staff) who have completed training and are in receipt of guidance</p>

2. Steps taken to ensure that the formal structures are accessible to and inclusive of disabled people; both members of the Partnership and members of the public	Ongoing; All meetings of the PCSP to be held in venues with disability access and held at varying times of the day so as to facilitate attendance by all sections of the community.	Number of events and/or public meetings held Number of attendees reporting satisfaction with access to, and promotion of the event
	Ongoing; Provisions are made to ensure access and inclusivity, both in terms of physical access to buildings as well as appropriate information in a format that is suitable to meet individuals' needs.	Number of members reporting satisfaction with their ability to effectively interact with the PCSP structures and have their opinions heard
	Ongoing; The PCSP will actively invite representative groups with a disability to public meetings and events	
	April 2020-October 2020; Training is provided to all PCSP Members on the structures of the Partnership to ensure accessibility and inclusivity	Number of members reporting satisfaction with their ability to effectively interact with the PCSP structures and have their opinions heard
3. Review of existing procedures as regards involving disabled people in the delivery of services	2020 onwards; Ascertain what policing and community safety issues are of particular concern for disabled people across the City.	Consider how the PCSP can use this information to involve disabled people in the delivery of services

<p>4. Review communication practices to;</p> <p>a) ensure that disabled people are portrayed in a positive light, where appropriate, and</p> <p>b) encourage participation in PCSP activities</p>	<p>Ongoing; Advertising of services / events to include positive images of disabled people and non-disabled people</p>	<p>Number of leaflets, booklets, info materials produced that portray disabled people in a positive role</p>
	<p>Ongoing; Actively invite representative groups with a disability to public meetings and events.</p>	<p>Number of events and/or public meetings held</p>
	<p>Ongoing; Provisions are made to ensure access and inclusivity, both in terms of physical access to buildings as well as appropriate information in a format that is suitable to meet individuals' needs.</p>	<p>Number of attendees reporting satisfaction with access to, and promotion of the event</p> <p>Number of participants reporting satisfaction with their ability to effectively interact with the PCSP structures and have their opinions heard</p>
<p>5. Consider ways in which the PCSP can most effectively involve disabled employees, PCSP Members and service users in implementing PCSP policies, practices and procedures, internally and externally.</p>	<p>2019 Onwards; Actively encourage participation in PCSPs by promoting its work and funding opportunities to organisations run by/for people with disabilities</p>	<p>Number of PCSP Public Events</p> <p>Number of open funding calls</p>
	<p>Ongoing; All Belfast PCSP policies are screened to ensure they comply with Section 75 of The Northern Ireland Act, 1998.</p> <p>All Belfast PCSP policies are scrutinised to ensure any adverse impact identified is removed. This practice will</p>	

	continue and where adverse impact, or potential adverse impact is identified, then appropriate corrective action will continue to be taken.	
6. Encourage our partners and funded groups to promote positive attitudes towards disabled people	September 2019 onwards; Letters of Offer will include a statement of encouragement regarding the fulfilment of disability duties by promoting positive attitudes towards disabled people and actively encouraging the participation of disabled people in activities and events.	Number of groups funded
7. Demonstrate evidence of monitoring of this Plan and the PCSP's ongoing commitment to the Disability Duties	Annually; September; Plan is reviewed annually and progress on Action Measures included in the annual report to the Equality Commission.	Number of Action Measures achieved Number of Action Measures ongoing
	Monitor the number of formal complaints on disability issues, including those resolved, to review effectiveness of DAP and identify areas of learning.	Number of complaints received

Creating opportunities for involving disabled people in public life

- 4.2 The Northern Ireland Policing Board (NIPB) are responsible for the recruitment of Independent Members to positions on the Belfast Policing and Community Safety Partnership.
- 4.3 In line with the Equality Commission's *Positive Action for People who are Disabled guidance*, the Northern Ireland Policing Board operate a Guaranteed Interview Scheme (GIS). The GIS has been developed for applicants with disabilities or those with a long term impairment or health condition, that is expected to last for at least twelve months and which means that they cannot meet all of the shortlisting criteria. In these instances, provided that they have demonstrated in their application form that they meet the eligibility criteria for the post, the applicant will be offered a guaranteed interview.
- 4.4 Application forms and information booklets related to the recruitment of Independent Members are offered in a range of formats, for example, other languages, large print etc. Assistance is also offered in the completion of application forms.
- 4.5 It is a Belfast PCSP policy to provide employment equality to all existing and potential employees, irrespective of disability (Belfast City Council being the employing body). All employees and applicants for employment (actual or potential), are treated fairly and selection for employment and promotion will be on the basis of aptitude and ability. Belfast PCSP is fully supportive of the duty to make reasonable adjustments in relation to a disabled person at selection and whilst in employment.

5.0 Publication and Reporting

5.1 We will seek input from our stakeholders and consult on our Disability Action Plan before we send it to the Equality Commission and thereafter when reviewing the Plan. We will monitor our progress on the delivery of our Action Measures annually and update the Plan as necessary to ensure that it remains effective and relevant to our functions and work.

5.2 Following submission to the Equality Commission for Northern Ireland and subsequent approval, this Plan will be available by contacting:

Lorna Somers
Safer City Assistant Manager
Belfast PCSP
City Hall
Belfast
BT1 5GS

Telephone: 028 9027 0556
Textphone: 028 9027 0405
Email: pcsp@belfastcity.gov.uk

5.3 The availability of the Disability Action Plan will be advertised on social media and can be accessed on the Partnership's website at: www.belfastcity.gov.uk/pcsp

5.4 The Belfast Policing and Community Safety Partnership will, through our ongoing work with people with disabilities and people with learning disabilities, find appropriate ways of communicating the Plan. The Plan will be produced in clear print and plain language, and will be available in alternative formats on request, including large print, computer disc and easy read format.

5.5 Belfast Policing and Community Safety Partnership will inform the Equality Commission of any changes or amendments to our Plan and will also include this information in our Section 75 annual progress report to the Commission. Our Section 75 annual progress report will

incorporate information on progress we have made in implementing our Action Measures.

Signed by:

Chair

Chief Executive