



Disability Action Plan 2019 - 2024

Sustainability at the heart of a living, working, active landscape valued by everyone.



Department of
**Agriculture, Environment
and Rural Affairs**

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Write to: Equality Unit
Department of Agriculture, Environment and Rural Affairs
Ballykelly House
111 Ballykelly Road
Limavady
BT49 9HP

Telephone: 028 7744 2027

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- Text Relay using the Next Generation Text Service (NGTS).
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E-mail: equality@daera-ni.gov.uk

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Foreword

As the newly appointed Minister for the Department of Agriculture, Environment and Rural Affairs (DAERA) I am delighted to present our Disability Action Plan which covers the period 2019-2024.

My Department is committed to the fulfilment of the two disability duties as set out under Section 49A of the Disability Discrimination Act (DDA) 1995 and we continue to work hard to ensure that there is disability equality in everything we do; across all aspects of our business, in how we treat our customers and our staff, and all those who use our services.



The Department's previous Action Plans have shown that we have made steady progress on a number of fronts. Our Annual Progress Reports on these Disability Action Plans set out our achievements and also highlight some additional initiatives that our business areas undertook during the period of these reports. Previous progress reports can be viewed at:

<https://www.daera-ni.gov.uk/publications/disability-action-plan-progress-reports>; and

<https://www.daera-ni.gov.uk/publications/annual-progress-reports-equality-commission-daera>

This new Action Plan sets out a range of new and challenging targets for us over the next five years. An Easyread version is also available.

I wish to thank all those who continue to support us and look forward to continued engagement with people who have a disability and their representative organisations as we take forward work on our Disability Action Plan 2019-2024.

A handwritten signature in black ink that reads "Edwin Poots". The signature is stylized and written in a cursive-like font.

Edwin Poots MLA

Minister of Agriculture, Environment and Rural Affairs

Introduction

The Disability Discrimination Act (DDA)

Section 49A of the Disability Discrimination Act 1995 as amended by the Disability Discrimination (NI) Order 2006 requires the Department of Agriculture, Environment and Rural Affairs (DAERA) in carrying out its functions to:

- **promote positive attitudes towards disabled people; and**
- **encourage participation by disabled people in public life.**



The definition of public life is much wider than public appointments and can include, for example; participation on working groups, teams, forums, selection panels and user groups for reviewing services provided by government.

The disability duties require DAERA to develop a Disability Action Plan setting out how it proposes to fulfil the two duties in relation to its business functions. DAERA is committed to the fulfilment of these disability duties across all its business areas and has set out how we intend to do this in our Disability Action Plan.

DAERA will allocate all necessary resources (in terms of people, time and money) in order to effectively implement its Disability Action Plan and where appropriate, will build objectives and targets relating to the disability duties into corporate business plans.

DAERA will put in place appropriate internal processes and structures to ensure that the disability duties are complied with and the actions and measures in the Disability Action Plan are delivered and achieved. We will ensure that the plan is effectively communicated to our staff and provide all the necessary training, guidance and support for staff on the disability duties and the implementation of this plan. We are committed to consulting and engaging with people with disabilities when implementing and reviewing this Disability Action Plan.

DAERA confirms its commitment to submitting an annual report to the Equality Commission on the implementation of the Disability Action Plan as well as carrying out a five year review of the plan.

A copy of the Disability Action Plan, our Annual progress Report to the Equality Commission and our five year review of this plan will be made available on the DAERA website at:

<https://www.daera-ni.gov.uk/daeras-equality-scheme#toc-4>

The central point of contact for the implementation and review of the Disability Action Plan will be:

Cindy Fowler
Equality Officer
Ballykelly House
111 Ballykelly Road
LIMAVADY
BT49 9HP

Disability Action Plan (2019–2024)

In this Disability Action Plan (2019-2024) we have set out the actions we will now take forward that link to other legislative obligations impacting on the lives of people with disabilities. We hope that this joined-up approach will be helpful for people with disabilities and their representative organisations to see the scope of the work that DAERA is taking forward across its business remit.

Our first three Disability Action Plans and the accompanying reports for each one, before the new Department of Agriculture, Environment and Rural Affairs came into effect on May 8 2016, are available to read on our website; go to:

<https://www.daera-ni.gov.uk/daeras-equality-scheme>

We were unable to consult at the time of publication due to the current covid-19 restrictions however, ongoing feedback is welcome and we commit to effective consultation when it is more conducive to do so.

Our Roles and Functions

The Department of Agriculture, Environment and Rural Affairs has responsibility for food, farming, environmental, fisheries, forestry and sustainability policy and the development of the rural sector in Northern Ireland. The Department assists the sustainable development of the agri-food, environmental, fishing and forestry sectors of the Northern Ireland economy, having regard for the needs of the consumers, the protection of human, animal and plant health, the welfare of animals and the conservation and enhancement of the environment.

DAERA provides a business development service for farmers and growers and a veterinary service for administration of animal health and welfare. The Department's College of Agriculture, Food and Rural Enterprise (CAFRE) delivers training and further and higher education courses in the agri-food sector. DAERA is responsible to the Department of the Environment, Food and Rural Affairs (DEFRA) in Great Britain for the administration of schemes affecting the whole of the United Kingdom. The Department also oversees the application of European Union agricultural, environmental, fisheries and rural development policy to Northern Ireland.

The Department is currently in a transition period following BREXIT and are working closely with our partners in Northern Ireland and with colleagues in the other UK Administrations.

Since April 2017, responsibility for the Human Resources function in all NI Departments has passed to NICS HR which is located in the Department of Finance. The Department of Finance S75 Action Plan and the Disability Action Plan now include all Human Resource activity that will be taken across the Northern Ireland Civil Service during the period 2017- 2022.

DAERA Vision and Strategic Goals

“Sustainability at the heart of a living, working, active landscape valued by everyone.”

Strategic Outcomes:

- Sustainable agri-food, fisheries, forestry and industrial sectors.
- A clean, healthy environment, benefiting people, nature and the economy.
- A thriving rural economy, contributing to prosperity and wellbeing.
- A well-led, high performing organisation focused on outcomes.

DAERA Top Management Group comprises:

- Corporate Services and Contingency Planning Group (CSCPG).
- Rural Affairs, Forest Service and Estates Transformation Group (RAFSETG).
- Veterinary Service Animal Health Group (VSAHG).
- Environment Marine and Fisheries Group (EMFG).
- Food and Farming Group (FFG).

DAERA has two Executive Agencies:

- Northern Ireland Environment Agency (NIEA).
- Forest Service (FS).



Public Life Positions

DAERA currently has responsibility for 5 Non Departmental Public Bodies (NDPBs).

These are:

Executive NDPBs:

- Agri-Food and Biosciences Institute (AFBI).
- Agricultural Wages Board for NI (AWB).
- Livestock and Meat Commission for NI (LMC).
- Northern Ireland Fishery Harbour Authority (NIFHA).
- Council for Nature Conservation and the Countryside (CNCC).

North South Implementation Body:

DAERA is jointly responsible for one North South Body:

- The Foyle, Carlingford and Irish Lights Commission (FCILC).

Ad-Hoc Advisory:

- TB Eradication Partnership (TBEP).
- College of Agriculture, Food and Rural Enterprise (CAFRE) College Advisory Group.
- Review of Decisions - External Panel.

Commitment to the effective implementation of the Disability Action Plan

DAERA is committed to the effective implementation of all aspects of the plan across all its business areas and this will be overseen and strategically directed by the Equality and Diversity Steering Group which is a committee of the Departmental Board. This demonstrates leadership and ownership of the disability duties at the most senior levels which, in turn, will ensure they are better promoted and championed within the Department and wider.

DAERA will ensure objectives and targets in relation to the implementation and monitoring of the disability duties are included in corporate and business plans where relevant.

This Disability Action Plan is a living document and as such will be subject to change as actions are completed and new actions added over time. It will be monitored on an annual basis and updated as appropriate.

Report on Progress

We will submit a progress report to the Equality Commission each year on the implementation of this Disability Action Plan. We will publish it on the Department's website alongside our Annual Progress Report (APR) on equality.

As required by the DDA, the Department will also carry out a five-year review of its plan and submit it to the Equality Commission. The review report will be published on the Department's website to inform our staff and the wider public of our progress with implementing the disability duties.

Proposed Action Measures

In our Disability Action Plan, we have outlined the actions we propose to take in the coming years along with targets and timescales. We will review and update this plan on a regular basis, and will continue to engage with key organisations and individuals representing the interests of people with disabilities.

We are committed to monitoring and reviewing our policies and practices to ensure that we continue to deliver an effective service to people with disabilities. Progress towards the targets in this Disability Action Plan will be incorporated into equality updates to the Departmental Board where relevant and reported formally to our Equality and Diversity Steering Group twice per year and reported on annually to the Equality Commission.

Internal Arrangements

An Equality and Diversity Steering Group has been established which is chaired by the Permanent Secretary and is a committee of the DAERA Board. The steering group is responsible for overseeing and monitoring the Department's progress against its equality and disability obligations and relevant strategies, policies and action plans.

An Equality and Diversity Working Group has also been established which reports and makes recommendations to the steering group. The working group is co-chaired by the Director of Corporate Services and Contingency Planning and the DAERA Diversity Champion. This group, which will assist with the effective implementation of our disability action plan, is also responsible for promoting the use of equality, disability and diversity best practice across business areas and maximising collaborative working on equality, disability and diversity initiatives where possible.

DAERA has a dedicated business area responsible for Equality, Diversity and Public Appointments and this team will support the implementation of our Disability Action Plan and reviewing its progress. The team will ensure that progress is reported to the Equality and Diversity Steering Group and any issues or risks which may impact on effective implementation of the actions in this plan are managed and escalated where relevant. This team will also lead on the preparation of an annual report to the Equality Commission on the implementation of the Disability Action Plan and will include this as part of DAERA's Annual Progress Report (APR) on the implementation of its Equality Scheme.

While the day to day implementation of our Disability Action Plan is mainstreamed across the various business areas throughout DAERA, there is a dedicated Equality Officer in post whose role is to enable and assist DAERA to ensure effective implementation of its Disability Action Plan and will act as the main point of contact for this work.



Consultation

We are committed to carrying out consultation in accordance with the guiding principles set out in the Equality Commission's guidelines and recognise the need for such consultation to be timely, open and inclusive. We will use "Citizen Space" which is a digital platform, originally developed as a joint initiative with the UK government, as a vehicle to improve consultation. Hundreds of publicly accountable organisations around the world use it too centrally: design, publish, manage, analyse and feedback on all of their democratic decisions.

We are keen to seek the views of people with disabilities on our updated Disability Action Plan and we will:

- Consult with our Section 75 consultee list;
- Present our draft plan to the Equality Commission and disability organisations for comment and review;
- Present our draft plan to our Equality and Diversity Working Group and seek a wide range of views from our staff and stakeholders;
- Publish our draft plan on the DAERA website inviting feedback from individuals and organisations;
- Present our final draft plan, as informed by the consultations above, to DAERA's Equality and Diversity Steering Group;
- Respond individually to all responses received and publish the results of our consultation exercise; and
- Publish our final Disability Action Plan.

The anticipated outcomes of our consultation are to:

- Identify barriers faced by people with disabilities in participating in public life and, specifically, any barriers they've encountered when accessing DAERA services;
- Similarly, identify any barriers for staff with disabilities that might prevent them participating fully in DAERA as an organisation;
- Identify any examples of where we have not promoted positive attitudes towards people with disabilities or where they have had difficulty accessing our services;

- Set priority actions for our Disability Action Plan;
- Endeavour to ensure DAERA is an inclusive and welcoming organisation for staff, stakeholders or customers with a disability;
- Endeavour to ensure DAERA delivers a good service to customers with disabilities and is a supportive environment for staff with a disability;
- Determine how DAERA can ensure relevant and timely training and awareness raising on disability issues for staff. Also to establish if this training should be the same for all staff or should front-line staff be given additional training. Similarly decide if the training should be generic disability training or if there should be a focus on a particular area, for example autism; and
- Take on board any suggestions on establishing a DAERA disability champion to ensure on-going awareness raising for staff and/or a disability forum to continue on-going consultation and engagement, thereby ensuring effective implementation of the Disability Action Plan.

As part of the consultative process, we will remove barriers by making sure that, on request, documents are available in alternative formats. This will include large print, Braille, audio cassette, easy read, signed language format and plain language.

We believe it is important that people with disabilities are included in the development, implementation and review of our disability action plan and are keen to hear your views on the actions we propose to take as set out in our draft plan. We will consider any comments and feedback you have with a view to amending the actions or adding additional ones to reflect your comments.

Action Measures and Timescales

We have detailed the measures and the timescales for the implementation of the action measures we intend to take in order to promote positive attitudes towards people with disabilities and to encourage participation of people with disabilities in public life. The action plan can be found at **Annex 1** and outlines the actions which DAERA will take until 31 March 2024.

Performance Indicators

We have set specific, measurable, attainable, realistic and time-bound (SMART) targets in this action plan where it has been possible to do so. We acknowledge that some targets are aspirational but we hope that this will enable continued and enhanced positive change to take place. DAERA is committed to monitoring and reviewing its policies and services to ensure the effective implementation of its disability duties. We will monitor the progress of the action plan in support of this. As part of this process, our annual review of the disability action plan will contribute towards the monitoring and review process and assist in defining meaningful performance indicators for the next reporting period and through the lifetime of the plan.

Publication

We will submit the final Disability Action Plan to the Equality Commission and ensure the plan is communicated effectively. The plan will be produced in clear print and in plain language and made available in alternative formats on request. The plan will be published on the DAERA website at: <https://www.daera-ni.gov.uk/daeras-equality-scheme#toc-4> and will be available from the DAERA Equality Officer in hard copy or electronic version on request.



Annex 1 Performance Indicators/Targets

Strategic Priority: Promote Positive Attitudes towards People with disabilities

Awareness Raising and Training			
Measure			
1 DAERA will make Senior Management Team & Departmental Board aware of the 2 duties and direct them to relevant available training.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Senior Management Team and Board Members will be aware of all relevant training in relation to the 2 duties.	Annually at the EDSG Meetings.	The senior managers and Departmental Board Members will be aware of their responsibility regarding the statutory Disability Duties as per Section 49A of the Disability Discrimination Act 1995 as amended by the Disability Discrimination (NI) Order 2006. The relevant training and awareness of the 2 duties will demonstrate to DAERA staff and others the senior managers' commitment and leadership in creating positive attitudes towards people with disabilities.	Equality Unit.
Measure			
2 Disability Awareness training for all staff will be made available and staff will be actively encouraged to complete this training by management. This training will be recommended for all staff and in particular those in public facing roles.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Number of staff having completed the training.	On entry to the Department, on promotion to managerial roles and when changes to the legislation are made.	All staff will have an awareness of the needs of people with disabilities.	Line managers.

Measure			
3 Participate in NICS JAM (Just-A-Minute) card initiative and roll out through DAERA.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Feedback from NICS HR about the numbers and percentage of DAERA staff who have completed the training.	Initiated in June 2019 & will be on-going for new staff. NICS target is to have 60% of staff trained.	Staff and customer confidence in accessing our services.	DAERA Diversity Champion, Diversity Officer & Senior Management Team.

Measure			
4 Improve staff awareness about disability issues through the diversity calendar of events. The Diversity Calendar is a calendar highlighting the dates of various internationally recognised days and diversity themes throughout the year and although not specifically intended to improve staff awareness about disability issues there are many of these issues highlighted through internet articles and events.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Staff Survey results, Staff evaluation & suggestions for future events. Any suggested future events are agreed by the Equality & Diversity Working Group (EDWG).	Calendar agreed annually.	Increased awareness for staff of the diverse nature of staff & customers and encouragement of inclusion for all.	DAERA Diversity Champion, Diversity Officer & EDWG.

Recruitment and Development			
Measure			
5 Implement the NICS Policy on reasonable adjustments by ensuring all line managers are knowledgeable of the disability duties and associated relevant legislation.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Staff survey results and NICS HR figures for reasonable adjustment implementation.	On-going awareness raising through intranet articles and mandatory training. Information provided to new staff via the induction process.	More staff declaring if they have a disability due to increased confidence in line management.	Line managers.

Measure			
6 Line managers to document all requests for reasonable adjustments and the outcomes, in compliance with data protection and records management policies.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Staff survey results and NICS HR figures for reasonable adjustment implementation.	Annually.	More staff declaring if they have a disability due to increased confidence in line-management.	Line managers.

Participation and Engagement			
Measure			
7 Promote the social use of the DAERA estate, in particular the forest and country parks by proactively working with Councils and other organisations such as the National Trust, who liaise with disability interest groups to promote and increase awareness of accessible sites and facilities within the Forest Service estate. DAERA will provide more disability friendly recreation facilities across these areas by promoting visits from groups which support those with special needs educational needs.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Visitor numbers to be monitored alongside the number of requests for assistance or use of mobility aids.	Annually.	Increased numbers of visitors with a disability to the DAERA estate thereby helping to increase levels of physical and mental well-being.	Forest Service & Estate Transformation Division.

Measure

8 Marine & Fisheries Division promote their accessibility by the promotion of the Angling Event Fund which, requires applicants to show how the planned event will help meet DAERA's aim to bring more disadvantaged and under-represented groups into angling.

They actively work with angling coaches and venues to provide information and equipment that will help them provide appropriate angling events for special needs and disabled groups.

Also, by contacting representative organisations for special needs and disability groups to find out what further can be provided to promote our Angling Event Fund to increase uptake by those groups. We are also working with the Royal National Institute for the Blind (RNIB) and Angel Eyes (a local group for blind and partially sighted children) with a view to having meetings with other groups.

Advertisements are placed each year in the Disability Directory.

Branding banners of 'Angling For All' and our angling guides for anglers with disabilities are given equal space and promotion to our other guides at all events/shows attended.

The 'Celebration of Sport' event is attended annually with a specific invitation issued to special needs schools and the provision of a further hour at the end after general closing to allow a quieter time for autistic and other groups who may prefer or require that.

NIEA Regional Operations facilitate educational visits from schools and nurseries through the activity permit process, thereby ensuring any additional needs can be accommodated where possible.

Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Monitoring of applications and participant numbers.	Annually.	Increased numbers of visitors to the DAERA estate thereby helping to increase levels of physical and mental well-being.	Marine & Fisheries Division/NIEA Regional Operations.

Measure

9 Inland Fisheries will continue to attend Disability Shows and will continue to actively promote angling to disability groups and individuals including increasing the awareness of the Inland Fisheries events small grant programme.

Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Monitoring of the number of sales of licenses and permits for people with disabilities that are issued.	Annually.	Increased sales of license and permits for people with disabilities and increased participation by disadvantaged groups.	Inland Fisheries.

Measure			
<p>10 Improve awareness and take up of the NI Rural Development Programme (NIRDP) (2014-2020) funding opportunities by people with disabilities in the rural and farming communities. Take forward actions to remove those barriers which we are aware of which continue to prevent participation in RDP programmes.</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Monitoring of applications and successful outcomes.	Annually, to end of programme.	Increased numbers of applications for funding by people with disabilities in the rural and farming communities, thereby increasing levels of participation and helping to increase levels of physical and mental well-being.	Rural Affairs Division.

Measure			
<p>11 Through the Tackling Rural Poverty and Social Isolation Programme continue to create participation opportunities for people with disabilities by facilitating rural community transport solutions, social farming opportunities, grant aid for inclusion and access projects and enhancing a range of recreational sites (forest parks and community walkways).</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
User numbers to be monitored.	Review depending on funding and annual monitoring of programme.	Increased numbers of applications for funding by people with disabilities in the rural and farming communities and thereby increasing levels of participation and decreasing levels of social isolation.	Rural Affairs Division.

Measure			
<p>12 CAFRE actively promote that they will meet with students with a disability to discuss adaptations that may be useful. Reasonable adjustments will be made according to their needs to improve access to the college facilities across the campuses.</p> <p>CAFRE has a full-time dedicated Student Support Officer who provides information and advice to students' at all three campuses (Enniskillen, Greenmount and Loughry). The Student Support Officer arranges a wide variety of learning support for students, depending on their needs, to facilitate their continuation and achievement across the education programmes delivered at the College. In addition to this, CAFRE provides a signposting service to a wide range of support organisations at student health fairs.</p> <p>The support available from the Student Support Officer is promoted on the CAFRE website and on the student intranet. Further Education students attend a course advisory interview with Course managers and those declaring a disability or learning needs are signposted to the Student Support Officer. The Student Support Officer also speaks to student groups and their families at induction events each year and throughout the year to outline their role and how to access support.</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Monitoring of applications to identify those coming from people with disabilities.	Annually or as and when requested.	Improved access for students with disabilities to courses and facilities across CAFRE, thereby resulting in continued participation of students' with a disability to courses and facilities, as well as new and additional students' who declare a disability.	CAFRE.
Measure			
<p>13 CAFRE will encourage potential students with disabilities to consider its education programmes through a range of measures; (e.g. publications, information packs, website, during school careers talks, open nights, etc.). CAFRE has been proactive in recruiting students with disabilities. The College's careers/courses advisory team has attended transition events for students with disabilities. In conjunction with the careers team, the College's careers /courses advisory team has attended STEM events for students with disabilities as part of its recruitment activities.</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
CAFRE enrolment statistics.	Annually.	Encouragement of uptake in enrolment across CAFRE courses from young people with disabilities.	CAFRE.

Strategic Priority: Encourage Participation by People with disabilities in Public Life

Awareness Raising and Training			
Measure			
14 Establish a DAERA Disability Forum and encourage membership from Disability Led Groups, with the aim to identify and address any barriers to access or participation in DAERA and its range of services that may be faced by staff, customers or stakeholders.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Statistical breakdown of Disability Forum members.	By September 2021.	Disability Forum established within the timescale and subsequently a relevant Action Plan drafted thereby allowing those who may have a disability to experience and contribute to a Forum within the Department.	Equality, Diversity & Public Appointments Branch (EDPAB) to assist in setting up the Forum. DAERA Disability Forum to draft the Action Plan.

Recruitment and Development			
Measure			
15 Ensure the use of the Guaranteed Interview Scheme for each public appointment.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Applications monitored to identify the number of people requesting the Guaranteed Interview Scheme.	During each public appointment competition.	Increased opportunities for people with a disability to participate on the boards of public bodies.	Public Appointments Unit.

Measure			
<p>16 Ensure a detailed appointments plan is prepared for all public appointment competitions for the DAERA statutory boards, They are: Agri-Food and Biosciences Institute (AFBI); Agricultural Wages Board for NI (AWB); Livestock and Meat Commission for NI (LMC); Northern Ireland Fishery Harbour Authority (NIFHA); Council for Nature Conservation and the Countryside (CNCC). DAERA will set out the steps in terms of outreach and process which will be taken to attract the best possible pool of applicants and encourage applications from those with a disability.</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Applications monitored and feedback survey scrutinised.	During each public appointment competition.	Increased opportunities for people with a disability to apply for positions and therefore participate on the boards of public bodies if they are successful in the recruitment phase of a competition.	Public Appointments Unit

Participation and Engagement

Measure			
<p>17 DAERA will promote identified opportunities on its working groups, steering groups, committees or similar within the disability sector and work with the sector and NICSHR and CPANI to encourage uptake of these opportunities.</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Review of membership and Terms of Reference for each group.	Reviewed annually.	More participation in working groups, steering groups, committees etc. from people with a disability, thereby attaining a more inclusive/diverse workforce.	Each individual group/ committee.

Measure			
<p>18 DAERA will work with NICSHR and offer up suitable placements through the NICS Work Experience Scheme for People with a Disability, similar within the disability sector and work with the sector and NICSHR and CPANI to encourage uptake of these opportunities.</p>			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
Work placements for those with a disability identified where suitable on request from NICSHR.	Annually or as and when required.	A more diverse and representative workforce.	All business areas.

Measure			
19 When reviewing forest plans, Forest Service will engage with people with disabilities and/or their representatives.			
Performance Indicators/Target	Timescale	Intended Outcome	Responsibility
The views of people with a disability will be taken into account.	Annually or as and when required.	A more accessible and inclusive DAERA estate.	Forest Service.

Equality Unit
Department of Agriculture, Environment and Rural Affairs
Ballykelly House
111 Ballykelly Road
Limavady
BT49 9HP

Tel: 028 7744 2027

E-mail: equality@daera-ni.gov.uk

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