



DISABILITY ACTION PLAN

05th January 2021

This documentation can be made available in alternative formats upon request.

Requests for alternative formats can be made to Warrenpoint Harbour Authority using the following contact information

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WHA would welcome your views on the content of the action plan and the measures outlined. Representatives will be happy to meet with interested individuals or groups to discuss the action plan.

Responses to the consultation should be sent to the consultation co Ordinator using the contact information set out above. This contact information can also be used to arrange to meet with a Warrenpoint Port representative to discuss the plan during the consultation period.

DISABILITY ACTION PLAN
WARRENPOINT HARBOUR AUTHORITY

INTRODUCTION

Under the section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Warrenpoint Harbour Authority 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)

Under Section 49B of the DDA 1995, Warrenpoint Harbour Authority is also required to submit to the Equality Commission a disability action plan showing how it proposes to fulfil these duties in relation to its functions. As Chairman & Chief Executive of Warrenpoint Harbour Authority (WHA), we are committed to effectively implementing the disability duties and this disability action plan. WHA will allocate all necessary resources (in terms of people, time, and money) to effectively implement this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans. WHA will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan effectively implemented. WHA 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. WHA 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. Responsibility for implementing, reviewing, and evaluating this disability action plan and the point of contact within Warrenpoint Harbour Authority will be:- Name: Mr Kieran Grant Title: Finance Director/Equality Officer Address: Warrenpoint Harbour Authority, The Docks, Warrenpoint, Co Down, BT34 3JR Telephone number: 028 4177 3381 Text: 07801586030 Fax number: 028 4175 2875 Email: kgrant@warrenpointharbour.co.uk

If you require this plan in an alternative format, please contact the above to discuss your requirements. WHA confirm our commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and carrying out a five year review of this plan, or plans submitted to the Equality Commission over the five year review period.

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.warrenpointport.com

Stan Mc Ilvenny

Chairman

David Holmes

Chief Executive

Functions of Warrenpoint Harbour Authority

Warrenpoint port is one of Northern Ireland's main commercial ports serving a hinterland which includes the southern parts of Northern Ireland and the northern region of the Republic of Ireland. In tonnage terms Warrenpoint is the second largest port in Northern Ireland and the eighth largest on the island of Ireland.

Due to its strategic location the mission statement of Warrenpoint Harbour Authority states "By exceeding our customers expectations and fully utilising our assets to grow in a safe and sustainable way for our stake holders" following on from this our vision is to be a leading commercial port continually growing whilst maximising our contribution to the regional economy and community.

Warrenpoint Ports Values are:

Safety first: We adhere to the highest health and safety standards to deliver safe environment for customers and colleagues

Complete integrity: We are honest open and ethical in all our activities and interactions

Our team: We work as one team, flexible and willing to learn for the benefit of all

Total respect: We treat everyone as we would like to be treated ourselves

Public Life Positions that the Authority are primarily involved in:

- Board of Warrenpoint Harbour Authority
- Warrenpoint Harbour Authority – on board forum
- Port Users Association (agents, fishing vessels, recreational vessels)
- Port Health and Safety Committee the Authority also appoints its Executives to get involved external organizations,

for example:

- Carlingford Lough Commission
- Warrenpoint Chamber of Commerce
- Newry Chamber of Commerce
- Foyle, Carlingford, and Irish Lights Commission
- Mission to Seafarers
- Merchant Navy Welfare Board
- Coastal Ports South Working Group
- British Ports Association
- Equality Commission – Employers forum

Previous Measures the Authority has already taken several measures to promote positive attitudes towards disabled people and encourage their participation in public life because of the duties under Section 75.

- All current and proposed policies are screened in accordance with the Authority's Equality Scheme to ensure they do not have adverse impact on any of the nine equality categories, one of which is persons with a disability
- In terms of service delivery, all Departments within Warrenpoint Harbour Authority must consider equality implications.

Disability access audits have been carried out and subsequent alterations have been, and continue, to be made to the built environment to ensure access to the port's facilities and services

- Information is made available in alternative formats upon request.
- Berthing and facilities have been granted to vessels under the control of Ocean Youth Trust, who provide sail training for, amongst others, disabled adults, and children.

Action Measures Outlined below are the measures which WHA propose to take over the period of this disability action plan, together with performance indicators or targets. Measures to promote positive attitudes towards disabled people and encourage the participation of disabled people within public life.

ACTION	TARGET	RESPONSIBILITY	TIMESCALE
<ul style="list-style-type: none"> Ensure that charities helping disabled people are included in our community fund (if funds are available) 	Meetings every quarter to discuss charities that need help	The community liaison committee group	1 year – on going
<ul style="list-style-type: none"> Town dock accessible for disabled people 	Ensures safe access to all.	Harbour Engineer	Completed
<ul style="list-style-type: none"> Lift provided in admin building 	New town dock building when being completed put a lift for wheelchairs to travel freely in	Harbour Engineer	Completed
<ul style="list-style-type: none"> Creation of work experience and volunteer placements if possible. 	Work in partnership with groups such as Action Mental Health USEL to identify appropriate work experience for disabled people	Equality Officer	1 -2 years-ongoing
<ul style="list-style-type: none"> Training provided to all staff on disability duties 	<p>Organise disability awareness training to all staff and board members</p> <p>Ensure interviewers are trained on new disability duties for the recruitment and selection process</p>	<p>Equality officer</p> <p>Equality officer</p>	<p>On going</p> <p>On going</p>

ACTION	TARGET	RESPONSIBILITY	TIMESCALE
<ul style="list-style-type: none"> Water activities- Sailability on Carlingford Lough 	Establish and maintain links with groups such as Ocean Youth trust and Salability Ireland	Senior Management Team	On going
<ul style="list-style-type: none"> Ramps in the new operation building 	To enable access for people using wheelchairs	Harbour Engineer	Completed
<ul style="list-style-type: none"> Desk suitable for wheelchair access in town dock office building 	Suitable for work experience/placements or jobs with anyone using a wheelchair	Harbour Engineer	Completed
<ul style="list-style-type: none"> Local schools with special needs had tours of the port and were given a powerpoint presentation along with a Q&A 	To provide knowledge on the operations of a port. To give an insight to the local town.	Finance Director	Completed and ongoing
<ul style="list-style-type: none"> Prepare the annual report on the implementation of Disability Action Plan for submission to the Equality Commission for NII 	Monitor and review implementation of the Disability Action Plan	Equality officer	Yearly

ACTION	TARGET	RESPONSIBILITY	TIMESCALE
<ul style="list-style-type: none"> Review the Authority's external and internal communication policies, practices, and procedures 	Establish meaningful links with local disability groups and forums such as Cabbage Patchers. Where possible incorporate suggestions by disabled people/groups into business plans	Equality Officer	Year 1 ongoing
<ul style="list-style-type: none"> Mobile disability ramp provided for all customer pods 	Enables wheelchair access for the customers visitors	Harbour Engineer	Completed and ongoing