



Department of  
**Culture, Arts  
and Leisure**

[www.dcalni.gov.uk](http://www.dcalni.gov.uk)

# Disability Action Plan (April 2015 – March 2016)



This document is available in a range of formats. To request an alternative format, please contact:

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## Department of Culture, Arts and Leisure

### DISABILITY ACTION PLAN

#### Introduction

1.1 Under Section 49 A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (Northern Ireland) Order 2006), which came into force on 1<sup>st</sup> January 2007, the Department of Culture, Arts and Leisure (DCAL) 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, DCAL is also required to submit a disability action plan to the Equality Commission for Northern Ireland showing how it proposes to fulfil these duties in relation to its functions.

1.2 As Minister and Permanent Secretary of the Department of Culture, Arts and Leisure, we are committed to effectively implementing the disability duties and this disability action plan.

This is the third Disability Action Plan to be produced by DCAL. The action plan explains what DCAL intends to do to implement the disability duties over the next year. Disabled people as employees, customers and service users can expect to be treated with respect and dignity at all times.

We will allocate appropriate resources (in terms of people, time and money) in order to effectively implement this plan and, where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.

We will also ensure the communication of the plan to all staff and provide all necessary training and guidance on the disability duties and the implementation of the plan.

We are committed to engaging effectively with people with disabilities and their representative groups in the development, implementation and review of this plan.

Responsibility for implementing, reviewing and evaluating this disability action plan will rest with the Departmental Equality Branch. The main point of contact within DCAL is:

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This disability action plan can be obtained from us in alternative formats on request. If you would like to request a copy in an alternative format please contact us. (Details can be found on Page 2.)

- 1.3 We also confirm our commitment to submitting an annual progress report to the Equality Commission as well as carrying out a five yearly review of this disability plan. The annual progress report will be included in the general Section 75 Annual Progress Report.

A copy of this plan, our annual progress report to the Equality Commission and our 5-year review of the plan will be made available on our website [www.dcalni.gov.uk](http://www.dcalni.gov.uk)

## **Departmental Functions**

- 1.4 The Department of Culture, Arts and Leisure (DCAL) is one of 12 Northern Ireland Departments. It was established in 1999 by the Department's (Northern Ireland) Order 1999.

DCAL's central government role for the culture, arts and leisure sector requires strong, visible leadership and advocacy in:

- The central administration, policy development and support of the public library service, arts and culture, museums, sport, certain visitor amenities and leisure.
- Funding and monitoring the work of a diverse range of public bodies which deliver services and provide grant aid to a large number of organisations related to culture, arts and leisure.
- The acquisition, preservation and provision of public access to archival heritage by the Public Record Office of Northern Ireland (PRONI).

- Leading inter-departmental policy development and advocacy for the development of creativity and the creative industries sector.
- The supervision and development of salmon and inland fisheries and the provision of navigational and recreational facilities on inland waterways.
- Linguistic diversity.
- A co-ordinating role for all Lottery matters relating to Northern Ireland.

### **THE MISSION OF THE DEPARTMENT IS:**

“To promote social and economic equality, and to tackle poverty and social exclusion, through systematically promoting a sustainable economic model and proactively targeting meaningful resources at sectors of greatest inequality, within areas of greatest objective need, in the wider context of effectively developing tangible opportunities and measurable outcomes for securing excellence and equality across culture, arts and leisure, and a confident, creative, informed and healthy society in this part of Ireland. “

### **Departmental Arms Length Bodies**

1.5 The Department’s Ministerial appointments are regulated by the Commissioner for Public Appointments:

- Armagh Observatory and Planetarium
- Arts Council of Northern Ireland (ACNI)
- National Museums Northern Ireland (NMNI)
- Northern Ireland Museums Council (NIMC)

- Libraries NI
- Northern Ireland Screen Commission
- Sport Northern Ireland (Sport NI)

## **Public Life Positions**

1.6 The Department's Ministerial appointments are regulated by the Commissioner for Public Appointments for Northern Ireland (CPANI). As well as appointments to above DCAL also makes appointments to the following bodies.

- Architecture and the Built Environment Ministerial Advisory Group for Northern Ireland
- Ministerial Advisory Group for the Ulster Scots Academy
- North South Language Body
- Waterways Ireland
- WhoWhatWhenWhereWhy(W5) Ltd

## **Action Measures**

1.7 Outlined below are the measures which we propose to take over the period from April 2015 to March 2016 of this disability action plan, together with performance indicators and outcomes. DCAL is committed to monitoring and reviewing policies and practices to ensure that the disability duties are being met at all times.

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

Action Measures	Timescale	Performance	Staff Contact	Action Measures 01/04/15 – 31/03/16
<p>1. Support the “Vision 2020” UK initiative led by the Royal National Institute for the Blind (RNIB) which seeks to address the needs of blind and partially sighted people.</p>	<p>2016</p>	<p>As a member of the Vision Strategy Steering Group, chaired by the RNIB, DCAL seeks to ensure that the Department and its Arms Length Bodies (ALBs) contribute to the planning and delivery of annual action plans which address ending exclusion for blind and partially sighted people.</p> <p><a href="http://www.vision2020uk.org.uk/ukvisionstrategy/core/core_picker/download.asp?id=14">http://www.vision2020uk.org.uk/ukvisionstrategy/core/core_picker/download.asp?id=14</a></p>	<p>TBC</p>	
<p>2. To ensure that DCAL website will display positive imagery of people with disabilities. To include articles and images that promotes positive images of people with disabilities in DCAL Staff Brief.</p>	<p>2013-16</p>	<p>To continue to ensure the information available on the DCAL website meets accessibility standards.</p> <p>To ensure, within budget, new technology and practices are utilised to ensure the DCAL website is accessible to the widest possible audience.</p> <p>Publications and intranet will continue to use positive imagery of disabled people.</p>	<p>Brian McAvoy Tel: 028 9051 5046</p> <p>Email: <a href="mailto:Brian.McAvoy@dcalni.gov.uk">Brian.McAvoy@dcalni.gov.uk</a></p>	



		The Department has commissioned a British Sign Language (BSL) and Irish Sign Language (ISL) translation of the DCAL website and it is hoped to have this operational in 2015/16.		
3. To provide two new/enhanced disabled angling facilities in the public angling estate pending demand, feasibility and competing priorities	Annually	<p>Increased participation in the sport of angling contributing to the promotion of positive attitudes towards people with disabilities.</p> <p>The increased accessibility/participation will be measured by the number of disabled permits and disabled licences sold – baseline figure (on 2011 sales is 1713 for permits and 1890 for licences). Aim to increase these figures by 2% in 2015/16.</p>	<p>Seamus Connor Tel: 028 90515125 Email: <a href="mailto:Seamus.Connor@dcalni.gov.uk">Seamus.Connor@dcalni.gov.uk</a></p>	I
<p>4. Salmon &amp; Inland Fisheries Stakeholder Forum</p> <p>DCAL will continue to encourage the representation of disabled anglers on the Salmon and Inland Fisheries Forum through representative bodies</p>	Ongoing	<p>To encourage representation of more disabled people on the forum.</p> <p>Target disability representative groups when a vacancy arises</p> <p>Encourage Northern Ireland Angling Advisory Council (NIAAC) to promote disabled anglers as their representation on the forum.</p>	<p>Seamus Connor Tel: 028 90515124 Email: <a href="mailto:seamus.connor@dcalni.gov.uk">seamus.connor@dcalni.gov.uk</a></p>	

such as Northern Ireland Angling Advisory Council(NIAAC)		Advertise any future vacancies on Disability Action & Disability Sport websites as well as emailing other relevant disability groups.		
5. Ensure better participation of people with disabilities in the workplace	2015-2016	DCAL, as an employer, will ensure that all reasonable adjustments are made for employees with disabilities as and when required to enable their full participation and integration within the workplace.  Facilitate the Department of Finance and Personnel scheme for work experience for people with disabilities if there are any suitable candidates.	TBC	
6. To improve access to public services for members of the deaf community through the work of the Sign Language Partnership Group (SLPG)  Tackling poverty and social exclusion within the	2015-2016	Working together with the 11 government departments and key organizations representing the Deaf community to administer the SLPG fund.  Advertisements inviting applications for 2015/16 funding were placed in August 2015 and applications will be assessed by DCAL against the SLPG priorities by end of September 2015.  Promote and encourage an increase in the number of BSL and ISL interpreters and	Martina Campbell Tel: 028 90515087 Email: <a href="mailto:Martina.Campbell@dcalni.gov.uk">Martina.Campbell@dcalni.gov.uk</a>	

<p>Deaf community.</p>		<p>Deaf Tutors which is key to overcoming the communication barriers faced by Deaf people.</p> <p>Encourage partnership between key government departments and organisations which represent the Deaf community.</p> <p>Continue to support the key objectives of the World Congress for Mental Health and Deafness (held in Belfast in September 2014) by highlighting through the SLPG the Belfast Statement which is soon to be published for consideration of world health care providers, EU and UN.</p> <p>Promote the Strategic Direction Report 'Roadmap' commissioned by DCAL May 2010 setting out the key priorities identified by the Deaf community essential to improving Access to Public Services.</p> <p>Tackle the higher levels of educational under achievement in the Deaf community to enhance employment prospects – key to which is effective Early Years communication intervention.</p> <p>Provide opportunities for Deaf sign language users to achieve academic qualifications, including in the first language of British Sign Language (BSL)</p>		
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<p>Provide support for parents and families of Deaf children and adults who wish to learn sign language.</p>		<p>or Irish Sign Language (ISL) to enhance employment prospects.</p> <p>Continue to support increased social interaction for Deaf people, both within their own community and the hearing community, to counter the higher levels of mental illness among the Deaf community due to social isolation.</p> <p>Continued support for NDCS Family Sign Language classes which have lead to the DCAL funded BSL Level 1 &amp; 2 classes for parents of Deaf children at Jordanstown School will continue until final exams in March 2016. Such family interventions will help parents support the linguistic development of their Deaf children.</p>		
<p>7. Maintain and improve data collection on engagement in culture arts and leisure for Section 75 groups including those with disabilities.</p>	<p>2015-2016</p>	<p>Collect and disseminate data on participation and attendance levels across the DCAL culture arts and leisure sectors for people with and without disabilities.</p>	<p>Michelle Furphy Tel: 028 90515102 Email: <a href="mailto:Michelle.Furphy@dcalni.gov.uk">Michelle.Furphy@dcalni.gov.uk</a></p>	
<p>8. To encourage more disabled people to apply for public appointments.</p>	<p>March 2016</p>	<p>DCAL is represented on a Diversity Working Group set up by the Commissioner for Public Appointments. DCAL will take forward any outcomes</p>	<p>John Hinds Tel: 028 90515027 Email:</p>	

		<p>identified through this group to encourage people with disabilities to apply for public appointments.</p> <p>This action can be replaced with “Consider and implement relevant recommendations contained in the Commissioner for Public Appointments report entitled “Under-representation and lack of diversity in public appointments in Northern Ireland” which may encourage more disabled people to apply for public appointments”.</p>	<p><a href="mailto:john.hinds@dcalni.gov.uk">john.hinds@dcalni.gov.uk</a></p>	
	2015-2016	<p>A review of DCAL’s internal public appointments process has been completed. DCAL will monitor applications received to determine level of applications from those with disabilities and any actions that can be taken to encourage applications.</p>		
	2015-2016	<p>Write to all disability action groups listed on the Department’s Section 75 Consultee list advising them of upcoming public appointments competitions.</p>		
	2015-2016	<p>Ensure that advertisements, Ministerial press releases and candidate information booklets for public appointments include a welcome statement that the department welcomes applications from people with a</p>		

		disability.		
9. To ensure the development of the three new stadia, provide enhanced facilities and access for people with disabilities.	2015/16	<p>The Regional Stadium Programme will integrate an exemplar standard for inclusive design on all new-build elements of the three projects at Ravenhill Park, Windsor Park and Casement Park based on new enhanced draft guidance - 'Access to Stadia for people with Disabilities 2012', specifically developed for the programme.</p> <p>The draft guidance has been developed by Disability Sport NI (DSNI) in conjunction with DCAL and the new Inclusive Stadia Advisory Group which includes representatives of all NI key disability agencies (ISAG also includes DCAL).</p> <p>The guidance incorporates and in some cases exceeds current best practice and is an important element within the programme stage approval process.</p> <p>DCAL have requested that DSNI undertake a consultation peer review process to validate the guidance.</p> <p>Ravenhill Park and Windsor Park include existing facilities and DCAL will make best endeavours to raise the standard of access to services in these areas within the</p>	Rory Miskelly Email: <a href="mailto:Rory.Miskelly@dcalni.gov.uk">Rory.Miskelly@dcalni.gov.uk</a>	

		<p>constraints of the programme.</p> <p>Programme level outcomes will include:</p> <ul style="list-style-type: none"> <li>- Increased spectator safety and comfort for wheelchair, ambulant and other disabled users;</li> <li>- Increased welfare provisions for wheelchair, ambulant and other disabled users;</li> <li>- Enhanced provisions to enable single, group and family companion users to locate adjacent to disabled users.</li> <li>-</li> </ul>		
10. To ensure the TBUC Cross Community Youth Sports Programme encourages participation from people with a disability; and engages in activity which will help promote positive attitudes towards disabled people.	2015-16	In 2015/16 DCAL propose to proactively encourage disabled people to get involved either as participants (aged 11-16) or Young Leaders (aged 16-24) in the TBUC Cross Community Youth Sports Programme. The TBUC branch will also ensure that activity which will help increase understanding and promote positive attitudes towards disability are included in the Programme - for example, through participation in disability sports.	Kevin Hamill Email: <a href="mailto:kevin.hamill@dcalni.gov.uk">kevin.hamill@dcalni.gov.uk</a>	
11. To widen access to records for people with disabilities	2015-16	PRONI partners other institutions in providing a group visit programme for individuals with disabilities, eg those with learning difficulties, Action deaf Youth, Action Mental Health, etc. PRONI is targeting six groups in 2015-16.	Stephen Scarth Email: <a href="mailto:stephen.scarth@dcalni.gov.uk">stephen.scarth@dcalni.gov.uk</a>	

