

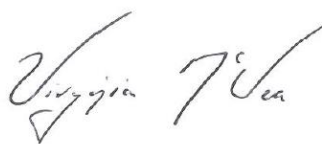
Disability Action Plan 2018/2019

Action measures to promote attitudes to disabled people and to encourage participation by disabled people in public life.

	Intended outcome and Ownership	Measures	Performance Indicators
1	Encourage participation in public life <i>Area Electoral Officers</i>	Develop links with disabled people and their representative organisations, to develop ongoing communication and engagement in relation to the work of the Electoral Office. This may include engagement with local access groups in relation to the relocation of any polling premises.	Focus Groups. Feedback and comments shared by disabled people and their representative organisations are incorporated into business plans / influence EONI's decision making.
2	Promote Positive Attitudes <i>Human Resources/AEOs</i>	Increase disability awareness among EONI staff and encourage positive attitudes by profiling relevant awareness days and facilitating paid special leave for staff to participate in related activities (ie emailing information which dispels some of the myths about mental ill health, circulating relevant awareness articles eg autism, Alzheimers, Epilepsy, deaf and blind awareness etc.	Staff participation in relation to improving disability awareness. Engagement in disability related initiatives.
3	Promote positive attitudes <i>Area Electoral Officers</i>	To provide training which includes disability awareness and disability legislation for all polling station staff. Ensure all new employees receive disability awareness training as part of their induction.	Casual staff during election periods. New permanent entrants to have received training within 6 months of employment with EONI.
4	Promote positive attitudes and encourage participation in	To invite all disabled job applicants who meet the essential criteria to an interview for permanent	Increase in applications from candidates with disabilities.

	Intended outcome and Ownership	Measures	Performance Indicators
	public life <i>Human Resources</i>	vacancies. Forward job adverts to appropriate organisations eg Action on Hearing Loss, RNIB etc.	.
5	Encourage participation in public life <i>Area Electoral Officers</i>	Education Initiative. Raise awareness and encourage electoral registration by those with disabilities through outreach.	Monitor increase in registration rate on an annual basis.
6	Promote positive attitudes <i>CEO / Human Resources</i>	Local Council Elections – training material development. Disability information for Area Office and HQ front line staff, which aims to provide basic information on disability issues, particularly in terms of communication, and etiquette that should be followed when staff meet people with a disability	Masterclasses. Improved awareness.
7	Participation in public life <i>CEO/ACEOs</i>	Evaluate information on access to polling stations and develop action to reduce difficulties encountered by people with disabilities in voting. Engage with disabled people and their representatives.	Disabled voters satisfaction with access to polling stations.

Signed by:



Virginia McVea
Chief Electoral Officer for Northern Ireland