

Disability Action Plan (updated to 31st March 2018)

Measures	Performance Indicators/Targets	Timescale
<p>All staff (new and existing) to complete Unconscious Bias training.</p> <p>Customer-facing staff to complete:</p> <ul style="list-style-type: none"> • Disability Awareness for front-line staff; • Autism Spectrum Disorder (ASD) Awareness; and • Supporting Vulnerable People 	<p>Number of staff trained.</p> <p>Priority 1 training (within 0-4 months).</p>	<p>31st March 2018.</p>
<p>DoF to sign up to the Equality Commission's Every Customer Counts Initiative.</p>	<p>Customer facing areas of DoF to undertake audits and implement actions.</p>	<p>31st March 2018</p>
<p>Review and implement the NICS Policy on reasonable adjustments in the recruitment and selection process in collaboration with people with a disability.</p>	<p>Monitoring information on applications from people with disabilities and feedback on the reasonable adjustment process.</p>	<p>31st March 2018.</p>
<p>Facilitation of meaningful work experience opportunities for people with disabilities in the NICS.</p>	<p>Number of applications and number of placements facilitated.</p>	<p>Annually.</p>
<p>NICS to sign up to Equality Commission's Mental Health Charter and support the launch of this through a number of WELL activities focusing on Mental Health and the development of a NICS-wide mental health strategy.</p>	<p>Charter signed.</p> <p>Feedback from WELL activities.</p> <p>Mental health strategy in place.</p>	<p>31st March 2018</p>

<p>Digital Inclusion Programme activities to encourage people with disabilities to make more use of online services. In partnership with local charities/community groups, Go ON NI training sessions are available for people with disabilities to help increase the use of the Internet and specific online services including the NIDirect website. Disabled citizens can be given one-to-one tuition over the course of the sessions.</p>	<p>Reduction of barriers to citizen access to online public services.</p>	<p>31st March 2018.</p>
<p>Land and Property Services to continue outreach to maximise take up of Rate Reliefs by vulnerable groups. Focus of 17/18 campaign is Lone Pensioners Award, particularly those who live with a carer due to a disability.</p>	<p>Increased take up of Rate Reliefs by persons with a disability.</p>	<p>31st March 2018.</p>
<p>Include a social clause in relation to disability in government purchasing contracts (services), to create more employment and training opportunities for people with a disability.</p>	<p>Procurement Board to endorse and implement the Buy Social Model for services contracts.</p>	<p>30th September 2017.</p>
<p>Development of a new Disability Action Plan for 2018-2023.</p>	<p>Consultation launched by 31st March 2018.</p>	<p>Existing DAP extended until 31 March 2018. 5 year review of DAP and consultation for new plan to launch during 2017/18.</p>