

# CRC

***(Northern Ireland Community Relations Council)***

## **Disability Action Plan**

**2018 – 2023**

This Disability Action Plan can be obtained from CRC in alternative formats.

If you would like a copy in an alternative format, or have any queries, please contact:

Northern Ireland Community Relations Council  
Equality House  
7-9 Shaftesbury Square  
Belfast  
BT2 7DP

Tel: 02890 227500

Email: [info@nicrc.org.uk](mailto:info@nicrc.org.uk)

<p>1.1</p>	<p><b>Introduction</b></p> <p>Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Northern Ireland Community Relations Council (CRC) is required when carrying out its functions to have due regard to the need to:</p> <p>promote positive attitudes towards disabled people; and encourage participation by disabled people in public life ('the disability duties').</p> <p>Under Section 49B of the DDA 1995, CRC is also required to submit to the Equality Commission a disability action plan showing how it proposes to fulfill these duties in relation to its functions.</p>
<p>1.2</p>	<p>As Chair and Chief Executive of CRC, we are committed to implementing effectively the disability duties and this disability action plan. We will allocate all necessary resources (in terms of people, time and money) in order to implement effectively this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.</p> <p>We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan effectively implemented. We 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.</p> <p>We 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.</p> <p>Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within CRC will be:-</p> <p>Director Finance, Admin &amp; Personnel Equality House, 7-9 Shaftesbury Square, Belfast, BT2 7DP Tel: 02890 227500</p> <p>Email: <a href="mailto:info@nicrc.org.uk">info@nicrc.org.uk</a></p>

1.3	<p>We confirm our commitment to submitting an progress though annual Section 75 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.</p> <p>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 <a href="http://www.community-relations.org.uk">www.community-relations.org.uk</a></p>
1.4	<p><b>Functions</b></p> <p>The Community Relations Council was established in 1990 to lead and support change towards reconciliation, tolerance and mutual trust. The Community Relations Council is an arms-length body of the government of Northern Ireland and a catalyst for good inter-community and inter-cultural community relations work in the region.</p> <p>The organisation works to identify and develop effective approaches to peace-building and reconciliation in partnership with local people and organisations, and with central and local government.</p> <p>CRC promote the benefits of good relations policies and practice at regional, local, community and institutional levels; advocating for acknowledgment of our interdependence; challenging sectarianism, racism and all forms of violence motivated by hate. We provide financial support, development and policy guidance for peace building and good relations through civic leadership, wide community engagement and the sharing of best practice.</p> <p>CRC believe the delivery of a peaceful, reconciled and interdependent society will be based on social partnership, the broader engagement of civil society and positive political leadership underpinned by priorities including fairness, equity, openness and diversity.</p> <p><b>CRC's Strategic Priorities are:</b></p> <p><b>Funding</b></p> <ul style="list-style-type: none"> <li>• Provide regional funding programmes that complement funding from central and local government</li> <li>• Provide funding programmes that respond to need and demonstrate positive impact</li> <li>• Provide variety in funding packages facilitating access to smaller and larger awards</li> <li>• Offer guidance to funded organisations and opportunities for shared learning between projects including the development of outcome based accountability models</li> </ul>

- Work to ensure that the longer term financial support for reconciliation is outcome-based in the context of the T:BUC priorities and the Good Relations Indicator framework

#### **T:BUC Engagement and Delivery**

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- Provide a critical link in all aspects of community relations between wider society and government through the T:BUC Community Engagement Forum
- Encourage and develop the capacity of people and organisations
- Identify and collate relevant research and evaluation to share good practice and learning locally and internationally
- Be an advocate and conduit for positive change, good relations, peace building and reconciliation
- Communicate and show case good practice and information regionally to raise awareness and better involve wider society in building a united community

#### **Trusted and Effective Public Service and Good Governance**

- Adhere to all required NICS and TEO governance and financial management requirements and the Nolan Principles in all aspects of our work
- Demonstrate leadership and objectivity
- Undertake ongoing review of processes as a responsive, learning organisation
- Deliver services and programmes within budget and within set timeframes
- Provide value for money
- Adhere to and pro-actively follow the Nolan Principles in all aspects of our work
- Demonstrate leadership and objectivity
- Undertake ongoing review of processes as a responsive, learning organisation
- Deliver services and programmes within budget and within set timeframes
- Provide value for money

The overall responsibility for policy and operation of the Community Relations Council is vested in the Council which is appointed for a three year term in a process approved by the First and Deputy First Minister. The sponsoring Department of the Community Relations Council is the Executive Office.

Management of the Community Relations Council is delegated to the Chief Executive who is also the accounting officer.

	<p>The Council's Strategic Plan is available on request from its offices or its website <a href="http://www.community-relations.org.uk">www.community-relations.org.uk</a></p>
1.5	<p><b>Public Life Positions</b> The range of public life positions over which the Community Relations Council has responsibility for, are as follows:-</p> <ul style="list-style-type: none"> <li>• The Council of the Community Relations Council</li> <li>• The Audit &amp; Risk Assurance Committee of the Community Relations Council</li> </ul> <p>These are attended by NIAO, our sponsor department and internal auditors.</p>
2.	<p><b>Previous Actions</b></p> <p>Outlined below are the key measures which the Community Relations Council has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.</p> <ul style="list-style-type: none"> <li>• Ensure that all reasonable adjustments for staff are completed in a timely manner</li> <li>• Website checked for compliance with WCGA Level AA. CRC is committed to making our website accessible to all internet users</li> <li>• CRC ask attendees at events to inform us in advance of any special requirements that might be needed to enable them to attend</li> <li>• Monitors job applications and ask candidates to inform us in advance of any special requirements that might be needed to enable apply for a position or attend interview</li> <li>• CRC continue to monitor and review monitoring procedures to ensure that information about disable people is captured accurately and in detail.</li> </ul>
3	<p><b>Action Measures</b> Outlined below are the measures which we propose to take over the period of this disability action plan, together with performance indicators or targets.</p>

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

Measures	Individual/Team Responsible	Timescale	Performance Indicators/target
<p><b>Training</b></p> <p>1. Disability Awareness Training for all CRC staff &amp; Board</p> <p>2. Specific Training for CRC staff identified and delivered.</p>	<p>DFAP Director</p> <p>DFAP Director</p>	<p>By end quarter 4 2019/20 (January 2020 –March 2020) and to take place, then every two years thereafter or when required if sooner</p> <p>By end quarter 4 2019/20 (January 2020 –March 2020).</p>	<p>Training to be completed by end quarter 3 2019</p> <p>Training to be completed by end quarter 3 2020</p>

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

Actions	Individual/Team Responsible	Timescale	Performance Indicators/target
<p><b>Communications</b></p> <p>3. Review how CRC portrays disabled people through its communications channels. This will include a review of CRC policies, procedures, practices and relevant guidelines issued or used by disabled organisation's.</p>	<p>Director of Community Engagement</p>	<p>By end quarter 1 2020/21 (April-June 2020)</p>	<p>Report to be produced by Engagement Team detailing how communications policies meet disability requirements. The report to have clear recommendation supported by an implementation plan.</p> <p>Delivery of the implementation plan will be led by the Director of Community Engagement with quarterly progress reports to the CEO and the Equality Officer (DFAP).</p>
<p>4. Accessibility of CRC website for those with a disability. <a href="http://www.reciteme.com/">http://www.reciteme.com/</a></p>	<p>Director of Community Engagement</p>	<p>By end quarter 3 2020/21 (October – December 2020)</p>	<p>Ensure CRC website is compliant with current best practice in both design and content to meet best practice and is easily accessible by people with disabilities</p>

<p>5. Ensure that invitations to and locations used for CRC events continue to be fully accessible to disabled people and continue to ask for any special requirements in advance of events occurring.</p>	<p>Director of Community Engagement</p>	<p>By end quarter 4 2020/21 (January – March 2020)</p>	<p>All events are booked are inclusive and accessible to all.</p> <p>Invites to clearly specify that any special requirements can be requested.</p> <p>No complaints received about access issues.</p>
<p>6. Statement on the commitment to supporting the participation of disable people in public life to be included in CRC Strategic, Operational Plans &amp; Annual Reports</p>	<p>Director of Community Engagement</p>	<p>By end quarter 3 2019/20 (October – December 2019)</p>	<p>Statement to be included in CRC Corporate Documents.</p>



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

Actions	Individual/Team Responsible	Timescale	Performance Indicators/target
<p><b>Recruitment/Employment</b></p> <p>7. Review existing recruitment &amp; selection practices to identify amendments or actions required to meet Disability Duties.</p> <p>8. Identify an ALB with established good practice in recruitment disable people, complete benchmarking exercise and prepare a list of recommendations including an implementation plan.</p> <p>9. Ensure that all reasonable adjustments for staff if needed are completed in a timely manner and are appropriately monitored</p>	<p>DFAP Director</p> <p>DFAP Director</p> <p>DFAP Director</p>	<p>By end quarter 4 2020/21 (January – March 2021)</p> <p>By end quarter 4 2020/21 (January – March 2021)</p> <p>Ongoing</p>	<p>Policies and procedures reviewed and changes implemented</p> <p>Review if adjustments were needed and measure their effectiveness.</p> <p>Staff will be provided with an update on any changes to legislation, policies and practices.</p>

<b>Action</b>	<b>Individual/Team Responsible</b>	<b>Timescale</b>	<b>Performance Indicators/target</b>
<p><b>Consultation and Engagement</b></p> <p>10. Screen 100% of new and revised policies to ensure compliance with disability duties and Section 75 of the Northern Ireland Act 1988</p> <p>11. Relevant organisations will be consulted to ensure that CRC funding schemes are fully accessible to those with disabilities taking account current best practice.</p>	<p>DFAP Director</p> <p>Director of Funding &amp; Development</p>	<p>Ongoing</p> <p>By end quarter 4 2020 and every two years thereafter</p>	<p>Screen policies to ensure compliance. CRC will ensure disabled people and representative groups are consulted with.</p> <p>Action plan to be created to include contact with a disability organisation to be established for an audit of Funding and Development. Outcome of recommendations/remedial actions to be implemented.</p>



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Chair

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Chief Executive

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