

Maze Long Kesh Development Corporation Disability Action Plan



MazeLongKesh
from peace to prosperity

30 January 2020

Accessibility Statement

Requests for the document in another format will be considered.

Please contact: contact@mazelongkesh.com

or Tel: 02892501806

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1. Introduction

- 1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Maze Long Kesh Development Corporation (MLKDC) 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').
- 1.2 Under Section 49B of the DDA 1995, MLKDC 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.
- 1.3 As Chairman & Chief Executive of MLKDC we are committed to implementing effectively the disability duties and this disability action plan. We will seek to allocate the 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 annual operating plans.
- 1.4 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.
- 1.5 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 three yearly review of this plan. MLKDC is committed to consulting with people with disabilities and groups that represent people with disabilities.
- 1.6 Overall responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within the MLKDC will be:

Alison Stafford
Director of Finance and Corporate Services
Maze Long Kesh Development Corporation
94 Halftown Road
Lisburn
BT27 5RF
Tel: +44 (0)28 9250 1806
contact@mazelongkesh.com

- 1.7 If you require this plan in an alternative format (such as in large print, in Braille, on audio cassette, easy read or on computer disc) and/or an alternative language, please contact the above person to discuss your requirements.
- 1.8 A copy of this plan, our annual progress to the Equality Commission Northern Ireland (ECNI) and our three year review of this plan will be made available on our website: www.mazelongkesh.com

2. Functions

- 2.1 In the absence of Ministerial agreement on the development of the site, the organisation's four strategic objectives, from the 2019-20 Business Plan are as follows:
- To identify and explore possible options that could help to maximise the economic, historical and reconciliation potential of the site and inform the development of a regeneration strategy, in line with the MLKDC Board's vision and concept¹.
 - To fulfil MLKDC's statutory and landowner responsibilities in relation to Health and Safety, estate management and the protection of the listed and retained buildings, and scheduled monuments, taking account of requirements relating to public access.
 - To honour MLKDC's agreements with its tenants and occupiers², supporting and facilitating them, as appropriate, in their activities and future planning.
 - To ensure MLKDC fulfils its corporate responsibilities with good governance, propriety and regularity.

¹ This reflects the absence of Ministers at the time of drafting the business case, but the Board's aim and commitment is to secure Ministerial agreement on the way forward for MLK.

² These include, as of April 2019, RUAS, UAS and AANI.

3. Public Life Positions

3.1 MLKDC is limited in what it can deliver due to the current situation. The Executive Office (TEO) is responsible for appointment of Board members to the MLKDC. TEO in conjunction with office for the Commissioner for Public Appointments (CPANI) will focus on broadening the pool of applicants to encourage and promote diversity on the Board.

3.2 Promoting positive attitudes towards disabled people

3.2.1 MLKDC has engaged with organisations that represent disabled people during the consultation process, as part of our Section 75 requirement and will continue to do so. MLKDC screens any policies / projects for equality impact assessment, taking due note of any adverse impact on disabled people.

3.3 Encourage the participation of disabled people in public life

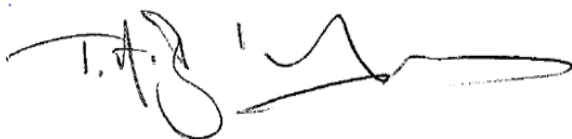
3.3.1 Due to lack of Ministerial agreement on the development of the site since August 2013, there have been a limited number of developments in policy and service. This situation is ongoing, hence the lack of working groups established to deliver specific projects in connection to the site. MLKDC will actively engage with groups that represent people from disabled backgrounds to encourage their involvement in working groups, should any be established in the future.

4. Action Measures

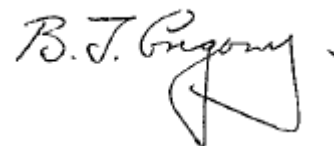
4.1 Outlined in sections 1 to 3 below are the measures which we propose to take over the four-year period of this disability action plan, together with performance indicators or targets.

Year 1	2019-20
Year 2	2020-21
Year 3	2021-22
Year 4	2022-23

Signed by:



Chairman



Chief Executive

Section 1: Actions to promote positive attitudes towards disabled people.

Action Measures	Performance Indicators and Timescale	Outcomes
<p>Training</p> <p>Roll out Disability equality awareness training programmes to employees to meet our obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006):</p> <ul style="list-style-type: none"> • Deliver disability equality legislation and disability and etiquette awareness class room training programme to all employees. • Provide classroom-based programmes. • Identify and target awareness raising session on specific areas of disability. 	<p>Deliver 1 disability equality legislation and disability and etiquette awareness class room training programme to all employees.</p> <p>Year 1-4</p> <p>All staff to attend training within 6 months of commencing employment.</p> <p>As required</p> <p>Deliver 1 specific awareness raising session biannually.</p> <p>Year 2 Topic: Sight loss and</p> <p>Year 4 Topic: Autism</p>	<p>Develop the capacity of all Staff to ensure awareness of legal obligations in relation to employment and service delivery.</p> <p>Develop the capacity of Staff to remove attitudinal barriers to appointing employees.</p> <p>Promotion of positive attitudes towards disabled people.</p>
<p>Provision of tailor-made course to employees.</p>	<p>Deliver 1 tailor made course to employees relating to communicating effectively with disabled people.</p> <p>Year 3</p>	<p>Develop the capacity of the organisation to support people with disabilities focusing on communication.</p>
<p>Roll out Disability equality awareness training programmes to the Board to meet our obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006):</p> <ul style="list-style-type: none"> • Deliver disability equality legislation and disability and etiquette awareness class 	<p>Deliver 1 disability equality legislation and disability and etiquette awareness class room training programme to all Board Members.</p> <p>Year 1-4</p> <p>All Board Members to attend training within 6 months of commencing employment.</p> <p>As required</p>	<p>Board Members have improved knowledge of the disability legislation.</p> <p>Develop the capacity of Board Members to ensure awareness of disability related issues in Board decisions.</p>

Action Measures	Performance Indicators and Timescale	Outcomes
<p>room training programme to all employees.</p> <ul style="list-style-type: none"> • Provide classroom-based programmes. • Identify and target awareness raising session on specific areas of disability. 	<p>Deliver 1 specific awareness raising session biannually Year 2 Topic: Sight loss and Year 4 Topic: Autism</p>	<p>Promotion of positive attitudes towards disabled people among board members.</p>
<p>Provision of tailor-made course to all Board Members.</p>	<p>Deliver 1 tailor made course to employees relating to communicating effectively with disabled people. Year 3</p>	<p>Develop the capacity of the Board members to support people with disabilities focusing on communication.</p>
<p>We will design, deliver, review and monitor procedures for all training programmes delivered to our staff and Board Members.</p>	<p>Measurement and review design to incorporate reaction, learning and behaviours in all training programmes. Year 1-4 following Training</p>	<p>Training is up to date and relevant and will challenge negative stereotypes / attitudes towards disabled people. Promotion of positive attitudes towards disabled people among board members.</p>
<p>Training for all new employees on obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006).</p>	<p>Training requirements for new staff are formally reviewed at the beginning, midpoint and end of the annual performance cycle. As Appropriate</p>	<p>New staff have improved knowledge of the legislation and increased awareness of disability.</p>
<p>Training on good practice in relation to the recruitment/interviewing of a person with a disability for anyone involved in the recruitment panel / procedure.</p>	<p>Training requirements are reviewed at the initial stage of the recruitment competition. As Appropriate</p>	<p>Staff have improved knowledge of best practice and increased awareness of disability.</p>

Action Measures	Performance Indicators and Timescale	Outcomes
<p>Communication We will use our internal methods of communicating with staff to raise awareness of national awareness days / weeks particularly in terms of disability.</p>	<p>Disability related communication articles recorded. Year 1-4</p>	<p>Increased staff awareness and understanding of the needs of disabled people and how to better support disabled people.</p>
<p>Prepare an annual progress report on the action points in this Disability Action Plan. The progress report will detail progress in terms of: actions fully achieved, partially achieved and not achieved.</p>	<p>Annual Progress Report to the Equality Commission for NI (ECNI). Annual</p>	<p>ECNI will receive Annual Progress Report by the end of August each year.</p>
<p>We will develop a corporate approach to use of images including photography which reinforces a positive image of disabled people accessing our services.</p>	<p>All publications will conform to new corporate approach. Year 2</p>	<p>Positive attitudes to disabled people in all communications.</p>
<p>Promote our staff's health and well-being particularly in terms of mental ill health. Develop opportunities to signing ECNI's Mental Health Charter.</p>	<p>Enhanced understanding of how to maintain good mental health. Enhanced awareness of mental health issues. Supportive work environment for staff with mental health related issues. Sign up to ECNI's Mental Health Charter Year 4</p>	<p>Positive attitudes to disabled people and staff. We will be a model employer for colleagues with a mental health disability.</p>
<p>We will ensure staff and board members can easily and confidentially disclose their disability status.</p>	<p>Increase in number of staff and Board members disclosing they have a disability. Year 2</p>	<p>Better understanding of the disability profile of our workforce and Board members. Positive attitudes to disabled people and staff.</p>

Section 2: Encouraging and supporting full participation of disabled people in public life

Measures	Performance Indicators /Timescales	Outcomes
Engage with The Executive Office who is responsible for the public appointments process for the MLKDC Board as it is a non-departmental public body and encourage recruitment of disabled people onto Board.	People with disabilities and groups that represent them are made aware of any public life positions that may arise at MLKDC. As appropriate	Supporting full participation of disabled people in public life positions.
Explore opportunities to promote MLKDC to encourage awareness of its role and work and encourage disabled people to apply for Board positions.	Number of engagements to promote awareness and MLKDC.	More disabled people applying for Board positions ensuring disabled people's views influence future policy/decision making.
Recruitment and selection procedures reviewed in line with best practice to remove barriers.	Reviewed recruitment and selection procedures. Year 3	Improved access to job positions for disabled people.
Advertisement of positions for Board or employees on external disability related groups and Employers for Disability NI jobs Bulletin Board.	Number and location of advertised positions for staff and Board positions.	Improved access to job and board positions for disabled people. Supporting full participation of disabled people in public life positions.