

MAZE LONG KESH DEVELOPMENT CORPORATION

JULY 2016 DISABILITY ACTION PLAN (FINAL), FOLLOWING CONSULTATION

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').

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.

1.2 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 corporate and annual operating plans.

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.

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.

Overall responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within the MLKDC will be:

Director of Finance and Corporate Services
Maze Long Kesh Development Corporation
94 Halftown Road
Lisburn
BT27 5RF
Telephone number – 02892 501806

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 language, please contact the above person to discuss your requirements.

1.3 We confirm our commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and carrying out a three year review of this plan, or plans submitted to the Equality Commission over the three year period.

A copy of this plan, our annual progress to the Equality Commission and our three year review of this plan will be made available on our website:

www.mazelongkesh.com

2. FUNCTIONS

In the absence of Ministerial agreement on the development of the site, the organisation's four strategic objectives, from the 2016-2017 Business Plan are as follows:

- To bring forward and secure Ministerial agreement to a regeneration strategy that is in compliance with the Corporation's statutory objective to secure the regeneration of the site and maximises the site's economic, historic and reconciliation potential.
- To fulfil our statutory and landowner responsibilities in relation to site management, health and safety, and the maintenance of listed and retained buildings and scheduled monuments.
- To honour our Development Agreement obligations to support RUAS in their use of the Balmoral Park site.
- To ensure the Corporation fulfils its corporate responsibilities with good governance, propriety and regularity during this interim phase of activity.

3. PUBLIC LIFE POSITIONS

MLKDC is limited in what it can do in the current situation. The Executive Office (TEO) is responsible for recruitment 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.

3.1 Promoting positive attitudes towards disabled people

MLKDC has engaged with organisations that represent disabled people during the consultation process, as part of 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 people with disabilities.

3.2 Encourage the participation of disabled people in public life

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

Outlined overleaf are the measures which we propose to take over the three year period of this disability action plan, together with performance indicators or targets.

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

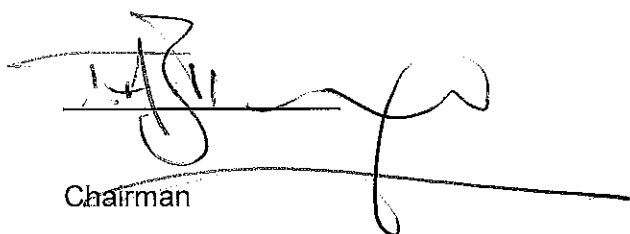
Measures	Timescale Indicators/target	Performance
Continue to ensure that all staff receive training and guidance on disability equality legislation and disability awareness.	Ongoing; both face to face training and online training. Training conducted in May 2016; this will be updated as appropriate.	Staff have improved knowledge of the legislation and increased awareness of disability.
Continue to ensure that MLKDC promotes positive attitudes towards people with disabilities and communicates this.	MLKDC is committed to continue to actively engage with groups that represent people with disabilities, to encourage their involvement in working groups.	People with disabilities and groups that represent them are made aware of any public life positions that MLKDC has responsibility for recruiting for.
Continue to engage with organizations that represent people with disabilities such as Employers for Disability Group, Disability Action Autism NI and Equality Commission NI.	Ongoing.	Continued positive relationship with such organisations.
Engage with TEO who are responsible for the public appointments process for the MLKDC Board as it is a non-departmental public body.	Ongoing.	Increased awareness and commitment to widespread promotion of any public appointments that arise in the next reporting period.

Measures	Timescales Indicators / target	Performance
<p>Access audit on office and security area to be prioritised. Should development on the site proceed or tours recommence, access audits of the same will be prioritised accordingly.</p>	<p>By June 2017.</p>	<p>Accessible office and security area.</p>
<p>Ensure new website is cognisant of needs of users with disabilities and is easily accessible by the same.</p>	<p>This work is ongoing; new website to go live by September 2016.</p>	<p>Website that is user friendly and easily accessible for all. Review with groups that represent people with disabilities on a regular basis.</p>
<p>Monitoring – discuss with and encourage users of site (such as RUAS and UAS) the feasibility of capturing disability information, especially wheelchair users, in their monitoring of visitors to the site.</p>	<p>By December 2016.</p>	<p>Greater understanding of the profile of visitors to the site.</p>

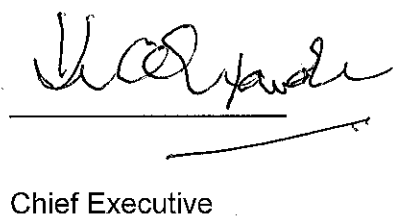
Following consultation with 228 MLKDC consultees between September and December 2016, the responses below were received and the measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life updated to reflect same.

Organisation	Response	Result
Superintendents' Association of Northern Ireland	No observations to make on this consultation.	
Autism NI	Raise awareness of public authorities' duty to comply with the Autism Act (NI) 2011.	MLKDC commitment to contacting Autism NI to avail of offer on training in this area.
Equality Commission NI	Provided the Commission's Good Practice Guide on Disability Action Plan.	MLKDC will reflect to ensure that where possible, any learning from this guide can be applied to MLKDC.

Signed by:



Chairman



Chief Executive