



## **DISABILITY ACTION PLAN**

**June 2014**

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# DISABILITY ACTION PLAN

## NB Housing

1.1	<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), NB Housing is required when carrying out its functions to have due regard to the need to:</p> <ul style="list-style-type: none"><li>• promote positive attitudes towards disabled people; and</li><li>• encourage participation by disabled people in public life ('the disability duties').</li></ul> <p>Under Section 49B of the DDA 1995, NB Housing is also required to submit to the Equality Commission a <b>disability action plan</b> showing how it proposes to fulfil these duties in relation to its functions.</p>
1.2	<p>As Chief Executive of NB Housing, 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 effectively implement 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>Furthermore, NB Housing will, where appropriate, consult with disabled people and disability groups when implementing and reviewing this action plan.</p> <p>Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within NB Housing will</p>

	<p>be:-</p> <p>Name: Donal Conway  Title: Chief Executive Officer  Address: Gatelodge, 8 Flax Street, Belfast BT 14 7EQ  Telephone number: 028 90592110  Fax number: 028 90594440  Email: <a href="mailto:donal.conway@nb-housing.org">donal.conway@nb-housing.org</a>  Textphone: 028 90 592 116</p> <p>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.</p>
1.3	<p>We confirm our commitment to submitting an annual progress 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.nb-housing.org">www.nb-housing.org</a></p>
1.4	<p><b>Functions</b></p> <p>Outlined below are the range of functions of NB Housing.</p> <p>NB Housing is a cross community based housing association providing 900 units of accommodation, operating predominately in North Belfast.</p> <p>Overall responsibility for determining policy rests with the Board of Management of the housing association. The Board membership comprises the Chair and 8 other members.</p> <p>The main functions of NB Housing are:</p> <ul style="list-style-type: none"> <li>• To provide affordable good quality social housing for those in need</li> <li>• To provide a comprehensive and effective housing service for the associations tenants and the local community</li> </ul>

	<ul style="list-style-type: none"> <li>• To develop new quality and affordable social housing</li> <li>• To offer effective housing advice to applicants and prospective applicants and the local community</li> </ul>
1.5	<p><b>Public Life Positions</b></p> <p>The range of public life positions over which NB Housing has responsibility for, are as follows:-</p> <ul style="list-style-type: none"> <li>• Board of Management of NB Housing</li> </ul>
2.	<p><b>Previous Measures</b></p> <p>Outlined below are the key measures which NB Housing has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.</p> <p><b>Promoting positive attitudes towards disabled people and Encouraging the participation of disabled people in public life</b></p> <ul style="list-style-type: none"> <li>• Disability Awareness Training</li> <li>• Accessibility policies</li> <li>• Provision of services for disabled people</li> <li>• Reasonable adjustments</li> <li>• Policy proofing</li> <li>• Statistical research on tenant composition</li> </ul>

3	<p><b>Action Measures</b></p>
3.1	<p>Outlined below are the measures which we propose to take over the period from June 2014 to May 2017 of this disability action plan, together with performance indicators or targets. NB Housing is committed to monitoring and reviewing its policies and practices to ensure that its disability duties are being met.</p> <p>Monitoring the progress of this plan will be incorporated into the agenda for board of Management meetings.</p>

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

<b>Measures</b>	<b>Timescale</b>	<b>Performance Indicators/target</b>
Provide training/refreshers on disability duties to all board and staff members	March 2015	Training schedule delivered
Disability awareness training to be included in staff review policy and induction process	July 2015	Training schedule arranged if required
Establish the scale of disability amongst NB Housing existing customers by ensuring positive and proportionate imagery in Annual Report and Corporate Plan	Annually	Positive and proportionate imagery in Annual Report

Review external and internal communications and access policies	Following merger and Ongoing	All access and communication policies take account of disability and equality duties
Conduct a monitoring survey of all board and staff members to identify board and staff members with disabilities	Review September 2015	Personnel and board member reports to be updated
Include questions to policy screening template to assess significance of disability duties as part of S75 screening exercise	P &P Review November 2014	Policies screened to assess both S75 and disability duties
<b>Objective: Recruitment and Support</b>		
To ensure recruitment advertising reaches a wide audience.	Ongoing	To encourage representatives of disabled access.
Support staff with disabilities to fulfil career development and learning opportunities	Ongoing	Disabled staff taking up career development and learning opportunities
Use disability networks to circulate adverts for employment vacancies	June 2014	Adverts for all employment vacancies circulated to disability networks
Support staff with disabilities to fulfil career development and learning	June 2014	Disabled staff taking up career development and

opportunities		learning opportunities
Conduct staff attitude survey to include disability issues	April 2015	Staff attitude survey carried out
Exit interviews to be completed to identify differences between disabled and non disabled employees	Ongoing	Interviews to impact policy direction to ensure best practice
Objective: Promoting Positive Attitudes		
Work with joint partner organisations to encourage partners to adopt the principles and spirit of disability duties	Immediate and Ongoing	Joint partners adopting spirit and principles of disability duties
Encourage interaction between people with disabilities and those without	Immediate and ongoing	Events organised to encourage interaction between people with disabilities and those without
Annual Report to include a clear statement to support representation of disabled people in governance of the Association	April 2015	Statement included in Annual Report
Formalise links with disability groups	Immediate and ongoing	Links to disabled groups formalised

Signed by:

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Chair

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Chief Executive