

# **Mid Ulster District Council - Response to Consultation by Maze Long Kesh Development Corporation (MLKDC) on its Draft Equality Action Plan 2019-2023 and Draft Disability Action Plan 2019-2023**

**November 2019**

Mid Ulster District Council welcomes the opportunity to comment on MLKDC's draft Equality Action Plan and Disability Action Plan. The Council notes that MLKDC is awaiting Ministerial agreement from the Northern Ireland Executive on its future. The Council also notes that the Executive Office does not require MLKDC to have a current corporate plan and there is no published annual business plan for 2019-20.

The absence of a corporate plan covering the period of the draft action plans makes it difficult to provide substantive feedback as to how relevant and appropriate the proposed actions will be to the organisation's operation over the next three years.

The Plans under consultation acknowledge the organisation's limited functions at present and the Council in turn acknowledges the limited potential to address equality and good relations and disability duties in such circumstances. Our response is therefore limited to general comments on the actions outlined and based on the strategic objectives outlined on p4 of the Equality Action Plan and P3 of the Disability Action Plan.

## **Draft Equality Action plan**

We note that the Draft Action Plan is *"designed to be flexible, adaptable and responsive to changing circumstances and needs"* and *"will be reviewed in line with MLKDC'S business planning process"*. Council agrees that this is a reasonable approach although it is unclear what the business planning process might be. In the absence of an agreed corporate plan for the site's future development, we agree that equality actions have to be restricted to the existing remit. In practice, this means that actions are limited to a large extent to internal processes and functions.

However, the council feels that MLKDC needs to be prepared for a time when there is Ministerial agreement to progress plans for the site and the coming period presents an opportunity to lay the groundwork for the future. Council provides comments as follows.

### **1. Strategy and Policy Development Actions**

The majority of these actions, although welcomed, are required to ensure administrative compliance with Section 75 of the Northern Ireland Act 1998 and may not necessarily better promote equality and good relations or address inequalities experienced by any Section 75 group.

Action 2: The Council welcomes the commitment to review equality and good relations screening processes and to mainstream equality and good relations in business planning

Action 6: While the commitment to review consultation and engagement systems is welcome this may not in itself, improve engagement with Section 75 groups

## **2. Human Resource Management**

Actions 9-11: The council supports training and positive targeting in relation to any recruitment

Action 12: The undertaking of a staff survey may not in itself result in 'improved wellbeing' and focus may be best be on what is done with the findings of the survey

Action 13: Whilst the inclusion of equality-related duties in job descriptions is to be welcomed, it should be perhaps clearer on whether this equally applies to current or future posts. Greater clarity should be considered on the measure, "*% applicants applying with knowledge of equality legislation*". For example, does this mean that job descriptions for new posts will ask for equality knowledge/expertise?

## **3. Communication**

Actions 14 & 15: whilst these are welcome actions, they may not be adequate and sufficient to promote equality and good relations. Consideration should be given to how MLKDC could work towards promoting the site and its potential to the wider community

Overall, consideration should be given to making an enhanced reference to the promotion of good relations in the plan, given that the significance of the site to all communities in Northern Ireland.

### **Other Comments**

There is reference in the strategic objectives (p4) to "*taking account of requirements relating to public access*" to fulfil MLKDC's responsibilities as a landowner though associated actions would help in understanding the activity which will be undertaken around this.

The Council feels that MLKDC should take account of rural needs when developing future planning. Although MLKDC may not be subject to the requirements of the Rural Needs Act it is important that people across Northern Ireland, including those in rural areas, benefit from the proposed significant public investment in this project.

## **Draft Disability Action Plan**

We acknowledge that MLKDC is limited in what it can do in the current circumstances to "promote positive attitudes towards disabled people" and "encourage the participation of disabled people in public life". We welcome the commitment to equality screening for impact on disabled people and to engaging with groups that represent disabled people to encourage their involvement in future working groups, etc.

### **Section 1 Actions to promote positive attitudes towards disabled people**

No comment

## **Section 2 Encouraging and supporting full participation of disabled people in public by improving accessibility**

The public life duty in the Disability Discrimination Act (DDA)/Disability Discrimination Order duties refers specifically to “*participation in public life*” and not participation generally or access to services generally. The latter is covered under the access provisions of the DDA and could be best catered for to some extent in the Equality Action Plan.

The wording of the section heading above may be too narrow to reflect the duty as improving accessibility is only one element of the action required to address this duty.

Some of the actions (measures) outlined appear to be about general accessibility. For example, website accessibility and appropriate communications channels to reach disabled people are requirements of the DDA. The intention to engage with the Equality Commission’s Every Customer Counts initiative is to be welcomed, though it is not directly relevant to this DDA disability duty.

We suggest that MLKDC could increase its awareness of its public life positions even though the Executive Office is responsible for the public appointments process. MLKDC can take further steps to promote awareness of its role and work and help ensure that people with disabilities consider applying. The appropriate outcome might be more people applying and being appointed and disabled people’s views influencing future policy/decision making.

## **Section 3 Supporting full participation of disabled people in our workforce**

Again, the council is unclear as to whether or not this heading is directly relevant to the two disability Duties and would suggest that the actions are either included in Sections 1 and 2 or appear in the wider Equality Action Plan. For example, action 1 could go in Section 1. Action 3 would sit well in Section 2 and would further add that other external disability related groups, as well as Employers for Disability, be asked to communicate/advertise the availability of public life or participation opportunities.

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**Mid Ulster District Council**  
**December 2019**

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## **Maze Long Kesh Development Corporation Draft Equality Action Plan**

**September 2019**

### **Accessibility Statement**

**Requests for the document in another format will be considered.**

**Please contact: [contact@mazelongkesh.com](mailto:contact@mazelongkesh.com)**

**or Tel: 02892501806**

<b>Contents</b>	<b>Page</b>
<b>1. Introduction</b>	<b>2</b>
<b>2. Equality Scheme Commitments</b>	<b>2</b>
<b>3. Who we are and what we do</b>	<b>2</b>
<b>4. How we developed the Plan</b>	<b>5</b>
<b>5. What is our Equality Action Plan</b>	<b>5</b>
<b>6. Reviewing our Plan</b>	<b>6</b>
<b>7. Who to contact</b>	<b>7</b>
<b>Appendix 1 Equality Action Plan</b>	<b>8</b>

## **1. Introduction**

- 1.1 The document sets out the Maze Long Kesh Development Corporation (MLKDC) response to the Audit of Inequalities. The Equality Action Plan is aligned to our current business plan of 2019-20 and covers a further three year period (2019- 2023). Progress will be measured annually with opportunities to amend the plan should this be necessary.
- 1.2 In its development, consideration was given to a review of existing priorities and consideration of new priorities.
- 1.3 This plan is a 'live' document and as such will be reviewed on an ongoing basis.

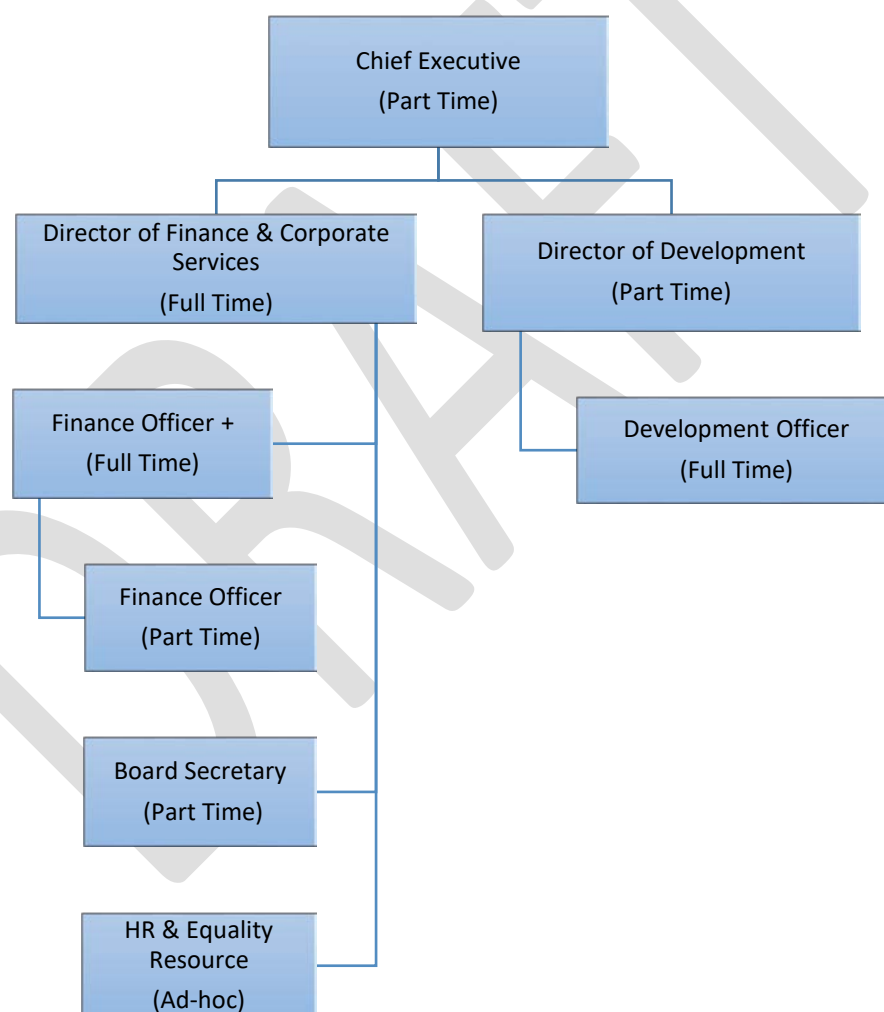
## **2. Equality Scheme Commitments**

- 2.1 The Equality Action Plan outlines actions relating to our functions and takes account of our equality scheme commitments relating to Section 75 of the Northern Ireland Act 1998. Our Equality Scheme is available on our website: [www.mazelongkesh.com](http://www.mazelongkesh.com)
- 2.2 The law requires us, when we carry out our work, to have due regard to the need to promote equality of opportunity across nine equality categories; age, gender, disability, marital status, political opinion, caring responsibilities, sexual orientation, religion and ethnicity. It also requires us to consider good relations in relation to political opinion, religion and ethnicity.
- 2.3 In our Equality Scheme we gave a commitment to monitoring progress and updating the plan as necessary. We also said we would engage and consult with stakeholders when reviewing this action plan.

## **3. Who we are and what we do**

- 3.1 MLKDC was established on 1 June 2011 and became operational on the appointment of the Chairman and Board on 10 September 2012 with the objective of regenerating the site by maximising its economic, historical and reconciliation potential. To this end, it has wide ranging powers to manage, develop, acquire and dispose of land. It is an 'arm's length body' under the sponsorship of The Executive Office (TEO). The aim was to create a setting conducive to private sector investment in the site.
- 3.2 Our Board, under the chairmanship of Terence Brannigan, is composed of a wide cross section of our community and our Executive Team is led by Dr. Bryan Gregory.

- 3.3 However, since August 2013, with the lack of Ministerial agreement on the future of the site, the activities of MLKDC have been guided by the parameters set by TEO. These have largely limited activities to essential maintenance and Health & Safety works, to maintain the site in fulfilment of our statutory responsibilities, as landowner and landlord.
- 3.4 This limited remit has also impacted on the structure of the organisation, with resources being limited to a skeletal structure of a temporary or part time nature. In these circumstances, the requirement for a Corporate Plan has been suspended. MLKDC activities have therefore been formulated on the basis of an annual business plan and supporting action plan.
- 3.5 The current structure of MLKDC is as follows:



### Strategic Objectives

- 3.6 The annual business plan objectives are set to enable MLKDC to fulfil its current remit, as defined by TEO. They seek to contribute to the draft outcomes based Programme for Government (PfG), as far as is practicable and achievable within the current constrained framework within which MLKDC has to operate. For the period of this scheme it is assumed that TEO will be content for MLKDC to operate in line with these business plan objectives, as has been the practice in previous years, in the absence of agreement on the way forward. MLKDC will continue to operate on that basis, unless otherwise instructed by TEO. These objectives are as follows:
- To identify and explore possible options that could help to maximize the economic, historical and reconciliation potential of the site and inform the development of a regeneration strategy, with the aim of securing agreement on the way forward for MLK.
  - 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 occupiers, 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.
- 3.7 In addition to essential maintenance and Health & Safety works, MLKDC continues to support Royal Ulster Agricultural Society (RUAS) in the phased development of their show grounds (now known as Balmoral Park), as provided for under the Development Agreement between the parties. This has seen increased use of the EIKON exhibition and event centre and the construction of additional covered exhibition space, known as the FE Logan Hall.
- 3.8 In addition, Air Ambulance Northern Ireland (AANI) commenced operations for their Helicopter Emergency Medical Service (HEMS) on the site in July 2017. This has provided a fast response doctor led service responding to medical emergencies.



#### **4. How we developed the Plan**

- 4.1 A team was formed to review the previous Equality Action Plan and prepare an audit of inequalities. Following this review a number of factors became apparent.
- 4.2 Firstly as stated previously, with the lack of Ministerial agreement on the future of the site, the activities of MLKDC have been guided by the parameters set by TEO. These have largely limited activities to essential maintenance and Health & Safety works, to maintain the site in fulfilment of our statutory responsibilities, as landowner and landlord.
- 4.3 This has also impacted on the structure of the organisation, with resources being limited to a skeletal structure, largely of a temporary or part time nature. In these circumstances, the requirement for a Corporate Plan has been suspended. MLKDC activities have therefore been formulated on the basis of an annual business plan and supporting action plan.
- 4.4 As a consequence, the review of the audit of inequalities identified the need to revise the Equality Action Plan to ensure that it reflected the current status of activities and remit available to the MLDKC.

#### **5. What is in our Equality Action Plan**

- 5.1 It is important to highlight that the action plan has been designed to be flexible, adaptable and responsive to changing circumstances and needs.
- 5.2 The broad themes and areas of work where MLKDC considers targeted actions could address inequalities and advance equality of opportunity and good relations are currently:
  - Strategic and Policy Development;
  - Human Resources; and
  - Communication.

##### **Strategic and Policy Development**

- 5.3 MLKDC appreciates that equality, diversity and disability related issues need to be at the core of business planning. To this end our plan ensures that we mainstream equality, diversity and disability issues across all functions.

### Human Resources

5.4 MLKDC values the need for staff to be empowered and given the right training and tools to do their job. One of MLKDC core values is equality; we are keen to ensure that through our action plan:

- We have a fuller picture of the makeup of our workforce;
- We will ensure all our staff, regardless of their background, will enjoy working for MLKDC;
- We will ensure that all staff are made aware of the need to address equality legislation as part of their job role; and
- We will ensure that our staff and board members are trained in equality, diversity and disability related issues.

### Communication

5.5 MLKDC highly values communication. Our aim is to ensure that we communicate effectively with all our stakeholders. To this end we will ensure our website is accessible. In addition, we will ensure that diverse imagery is used in all our publications.

5.6 MLKDC are mindful that this situation may change should there be changes to its remit, as defined by TEO. MLKDC will reflect such changes by amending the Equality Action Plan as necessary.

## **6.0 Reviewing our Plan**

6.1 As this plan is intended to be a 'living' document, it will evolve and be reviewed in line with MLKDC's business planning process. This linkage to the business planning cycle will also ensure that equality of opportunity and promotion of good relations are incorporated and mainstreamed at a strategic level.

6.2 Appendix 1 outlines our actions for the next four years. We will keep this plan under regular review and report annually on progress to the Equality Commission NI. We will undertake a wider review in four years and will involve Section 75 equality groups and individuals in that review, producing a new four year plan.

6.3 This document is also available on our website: [www.mazelongkesh.com](http://www.mazelongkesh.com)

## **7.0 Who to contact**

- 7.1 The person in our organisation who is responsible for making sure that the actions in this plan are undertaken and completed is:

Alison Stafford  
Director of Finance and Corporate Services  
94 Halftown Road  
Lisburn  
BT27 5RN  
Tel: +44 (0)28 9250 1806  
[contact@mazelongkesh.com](mailto:contact@mazelongkesh.com)

Signed by:

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Chairman

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Chief Executive

## Appendix 1

### Maze Long Kesh Development Corporation

### Draft Equality Action Plan 2019-23

#### 1. Strategy and Policy Development

	Outcome	Action	Measure	Lead and Timeframe
1	MLKDC will have better integration of Section 75 duties in all planning and decision making processes.	Review the equality screening forms and processes.  Complete timely and thorough equality screening exercises of all new policies.	Revised Equality Screening forms and processes.  Equality Screening completed.	Alison Stafford is the Lead for all actions. 2019/20  Annual
2	Mainstreaming Equality and Good Relations and linking to business planning.	Review equality and good relations processes for all aspects of business.	Completed Business Plan and Business Cases.	2020/21
3	Improved awareness of disability issues.	Develop a Disability Action Plan.	Completed Disability Action Plan.	2019/20
4	Improved understanding of equality processes and outcomes.	5 year review of Equality Scheme.	Completed Equality Scheme review.	2019/20
5	Improved awareness of understanding inequalities and potential impact of decision making.	Monitor and report on progress of Equality Action Plan.  Review issues on an annual basis and develop actions.	Equality data collected.  Completed annual reports.	2019/20  Annual
6	Improved engagement with S75 groups.	Review consultation and engagement systems.	Up to date consultation lists and processes.	2021/22

	Outcome	Action	Measure	Lead and Timeframe
7	Improved awareness of HR processes and practices.	Review staff handbook.	Update staff handbook and improved staff awareness.	2022/23
8	Mainstreaming equality across all functions.	Equality targets set at corporate level.	% measurable business plan targets relating to equality achieved.	Annual

## 2. Human Resource Management

	Outcome	Action	Measure	Lead and Timeframe
9	Improved diversity in staff complement.	Positive targeting of underrepresented groups.	% applicants from underrepresented group.	2020/21
10	Improved awareness of equality of opportunity and good relations.	Comprehensive equality and good relations training for all staff. Comprehensive equality and good relations training for all board members.	100% staff trained. 100% board members trained.	Annual Annual
11	Improved awareness of disability equality awareness.	Disability equality awareness training for all staff. Comprehensive disability equality and good relations training for all board members.	100% staff trained. 100% board members trained.	Annual Annual
12	Improved wellbeing in the workplace.	Staff survey on workplace environment and culture.	Positive staff survey results.	2022/23
13	Improved awareness of equality legislation.	Equality legislation integrated into job descriptions.	% applicants applying with knowledge of equality legislation.	2020/21

### 3. Communication

	Outcome	Action	Measure	Lead and Timeframe
14	Accessible Website communication.	Review website accessibility.	Website conforms to accessible standards.	2019/20
15	Diversity in communications.	Inclusion of diverse imagery in all documents.	Representation of diverse imagery.	2021/22

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**MazeLongKesh**  
**from peace to prosperity**

## **Maze Long Kesh Development Corporation Disability Action Plan**

**September 2019**

### **Accessibility Statement**

**Requests for the document in another format will be considered.**

**Please contact: [contact@mazelongkesh.com](mailto:contact@mazelongkesh.com)**

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<b>Contents</b>	<b>Page</b>
<b>1. Introduction</b>	<b>2</b>
<b>2. Functions</b>	<b>3</b>
<b>3. Public Life Positions</b>	<b>4</b>
<b>4. Action Measures</b>	<b>4</b>
<b>Section 1</b>	
<b>Actions to promote positive attitudes towards disabled people.</b>	<b>5</b>
<b>Section 2</b>	
<b>Encouraging and supporting full participation of disabled people in public by improving accessibility.</b>	<b>7</b>
<b>Section 3</b>	
<b>Supporting full participation of disabled people in our workforce.</b>	<b>8</b>



## 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](http://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 concept<sup>1</sup>.
  - 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 occupiers<sup>2</sup>, 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.

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<sup>1</sup> 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.

<sup>2</sup> 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

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

Measures	Timescale / Indicators	Outcomes
<b>Training</b> Relevant training and development to staff to meet our obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006).	Ongoing; both face to face training and online training. Training conducted annually; this will be updated as appropriate. Any training requirements for staff are formally reviewed at the midpoint and end of the annual performance cycle. <b>Year 1-4</b>	Staff have improved knowledge of the legislation and increased awareness of disability.
Relevant training and development to Board Members to meet our obligations under Section 75 of the Northern Ireland Act, and DDA and DDO.	Both face to face training and online training. Training conducted annually; this will be updated as appropriate. Any training requirements for Board Members are formally reviewed at the midpoint and end of the annual performance cycle. <b>Year 1-4</b>	Board Members have improved knowledge of the legislation and increased awareness of disability.
We will review our staff Disability Equality Training.	Training reflects all disabilities (hidden / autism / sensory).  <b>Year 2</b>	Training is up to date and relevant and will challenge negative stereotypes / attitudes to disabled people.
Training for new employees on obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006).	Training requirements for staff are formally reviewed at the beginning, midpoint and end of the annual performance cycle. <b>As Appropriate</b>	New staff have improved knowledge of the legislation and increased awareness of disability.
Training on good practice in relation to the recruitment/interviewing of a person with a disability	Training requirements are reviewed at the initial stage of the recruitment competition.	Staff have improved knowledge of best practice and increased awareness of disability.

<b>Measures</b>	<b>Timescale / Indicators</b>	<b>Outcomes</b>
for anyone involved in the recruitment panel / procedure.	<b>As Appropriate</b>	
<b>Communication</b> We will use our internal methods of communicating with staff to raise awareness of national awareness days / weeks particularly in terms of disability.	Disability related communication articles recorded.  <b>Year 1-4</b>	Increased staff awareness and understanding of the needs of disabled people and how to better support disabled people.
We will ensure all methods of communicating with external stakeholders promote positive attitudes to disabled people.	All communication methods both internally and externally assessed. <b>Year 1-4</b>	Positive attitudes to disabled people in all communications.
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.	Annual Progress Report to the Equality Commission for NI (ECNI).  <b>Annual</b>	ECNI will receive Annual Progress Report by the end of August each year.
Use a wide range of images of disabled people in our publications.	<b>Year 1-4</b>	Positive attitudes to disabled people in all communications.

**Section 2: Encouraging and supporting full participation of disabled people in public by improving accessibility.**

<b>Measures</b>	<b>Timescales</b>	<b>Outcomes</b>
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.  <b>As appropriate</b>	Supporting full participation of disabled people in public by improving accessibility.
Engage with Equality Commission 'Every Customer Counts' initiative to ensure that services and the physical environment is accessible.	Signed up to ECC initiative.  <b>Year 3</b>	Improved accessibility for all.
In line with new legislation our website will be reviewed to ensure accessibility.	Website reviewed in line with legislation. <b>Year 2</b>	Compliant with legislation. Website that is user friendly and easily accessible for all.
We will work to ensure access to all forms of communication support on request, including support for BSL/ISL users, Makaton users and people who have Autism Spectrum Disorder.	Improved access to services. Improved communication with service users and carers Improved experience for people using our services. <b>Year 3</b>	Improved accessibility for all.
Conduct Access Audit of premises and staff location.	Access audit complete. <b>Year 1</b>	Improved accessibility for all.
Develop a plan for improvements to implement the recommendations from the Access Audit based on priority, resources and timescale.	Implementation plan developed.  <b>Year 1</b>	Improved accessibility for all.
Liaise with tenants to encourage and support improved disability access.	<b>Year 1-4</b>	Improved accessibility for all.

### Section 3: Supporting full participation of disabled people in our workforce.

Measures	Timescales and Targets	Outcomes
A staff attitude survey will be carried out to suggest further ways of promoting positive attitudes towards disabled people.	Findings of survey will be compared with baseline data and will inform future MLKDC action plan.  <b>Year 1</b>	Accurate statistical information will be maintained and suggestions for promoting positive attitudes will be collected and implemented where appropriate.
Recruitment and selection procedures reviewed in line with best practice to remove barriers.	Reviewed recruitment and selection procedures.  <b>Year 3</b>	Improved access to job positions for disabled people.
Advertisement of positions for Board or employees on Employers for Disability NI jobs Bulletin Board.	<b>As Appropriate</b>	Improved access to job positions for disabled people.
Development and distribution of reasonable adjustment protocol.	<b>Year 2</b>	Improved accessibility for all.
Sign up to ECNI's Mental Health Charter.	<b>Year 2</b>	Support of workforce.

Measures	Timescales and Targets	Outcomes
Review opportunities for staff to disclose their disability.	<p>Staff encouraged to declare that they have a disability.</p> <p>Promotion of the benefits of disclosure and importance of monitoring.</p> <p>Increased awareness of the importance of staff keeping personal equality monitoring records up to date.</p> <p>Increased staff disclosure and staff supported.</p> <p>Robust equality monitoring statistics to ensure meaningful analysis to support decision making and benchmark workforce profile.</p> <p><b>Year 2</b></p>	Positive attitudes to disabled people and staff.
Promote our staff's health and well-being particularly in terms of mental ill health.	<p>Enhanced understanding of how to maintain good mental health.</p> <p>Enhanced awareness of mental health issues.</p> <p>Supportive work environment for staff with mental health related issues</p> <p><b>Year 4</b></p>	Positive attitudes to disabled people and staff.

Signed by:

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Chief Executive