

Police Service of Northern Ireland

Disability Action Plan

2007- 2010



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DISABILITY ACTION PLAN 2007-2010

Police Service of Northern Ireland

1.1	<p>Introduction</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), Police Service of Northern Ireland is required when carrying out its functions to have due regard to the need to:</p> <ul style="list-style-type: none">• promote positive attitudes towards disabled people; and• encourage participation by disabled people in public life ('the disability duties'). <p>Under Section 49B of the DDA 1995, Police Service of Northern Ireland is also required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions.</p>
1.2	<p>Chief Constables Statement</p> <p>As Chief Constable of Police Service of Northern Ireland, I am committed to implementing effectively our disability duties and this disability action plan. I will allocate 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 internal arrangements in place to ensure that the disability duties are complied with and this Disability Action Plan is effectively implemented. We will ensure effective communication of this plan to officers and staff by providing all necessary training and guidance on the disability duties and the implementation of this plan.</p> <p>We are committed to continuing to involve of people with disabilities in the delivery of this plan and its further development. We will to ensure that this plan remains a live document and that progress is noticeable and changes are apparent. We are committed to ongoing dialog with disabled people and we will give careful consideration to the responses that we receive and revise our plan in response to</p>

	<p>feedback where possible to do so. Where it is not possible to revise our plan we will ensure that our consultees are made aware of our reasoning. We will annually submit a report to the Equality Commission on progress we have made under this plan.</p> <p>We have designed this action plan in consultation with disability groups and individual disabled people both staff members and members of the public.</p> <p>Responsibility for implementing, reviewing and evaluating this disability action plan and the point of specific point of contact within the Police Service of Northern Ireland will be: -</p> <p>Paul McIlwaine PSNI Lisnasharragh, Equality & Diversity Unit, 42 Montgomery Road, Belfast, BT6 9LD</p> <p>Telephone number: 028 90 922 770</p> <p>Fax number: 922 863</p> <p>Email: Section75@psni.pnn.police.uk</p> <p>Text: 07795 152 801</p> <p>If you require this plan in an alternative format (such as in large print, Braille, audio cassette, easy read or on computer disc) and/or language translation, please contact the above person to discuss your requirements.</p>
<p>1.3</p>	<p>Our Commitment</p> <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 three-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 http://www.psni.police.uk/index/departments</p>

1.4

The Key Functions of the Police Service of Northern Ireland

Outlined below are the range of functions of Police Service of Northern Ireland

Four Key areas for Policing are: -

To protect Life and Property

- Reassuring the public and reducing the fear of crime
- Investigating reports of missing persons
- Emergency and non-emergency response
- Protection of children and vulnerable adults
- Personal Protection

To preserve order

- Emergency planning
- Responding to major incidents
- Policing public events and preventing and responding to public disorder

To prevent the commission of offences

- Crime prevention
- Youth Diversion
- Administration enforcement of social and related legislation together with traffic and criminal legislation
- Maintenance of criminal records
- Firearms and explosives licensing
- Policing with the Community

Where an offence has been committed to bring the offender to justice

- Investigation of Road traffic offences
- Investigation of volume crime
- Investigation of serious and organised crime
- Support for victims
- Dealing with offenders

Supporting the functions of the Police Service are the various departments who carry out the following duties: -

Human Resources

- Resourcing
- Attendance Management
- Reward and Recognition
- Voluntary Severance Unit
- Promotion
- Recruitment
- Equality & Diversity
- Employee Health and Welfare
- Training and Development

Professional Standards

- Policy guidance on integrity and professional standards
- Managing complaints, information and recommendations from the Police Ombudsman
- Prevent and counter corruption, unlawful, unethical & unprofessional behaviour

Media & Public Relations

- Deliver media and public relations services to support the work of the PSNI
- Communicate PSNI key messages to opinion formers and the general public
- To provide strategic communications advice to the chief officers

Legal Advisor

- To provide legal advice to the Chief Constable and the PSNI

Finance & supplies

- Management of the PSNI estate
- Supplies and procurement of goods and services
- Management accounting
- Financial accounting
- Transport

	<p>Corporate Development</p> <ul style="list-style-type: none"> ▪ Provision of statistical analysis ▪ Supporting the programme for change ▪ Provision of support services to senior management ▪ Business improvement ▪ Information technology ▪ Provision of support service to PSNI
1.5	<p>Public Life Positions</p> <p>The range of public life positions over which the Police Service of Northern Ireland has responsibility for, are as follows: -</p> <ul style="list-style-type: none"> ▪ Selection to Independent Advisory Groups ▪ Role actors in critical incident training ▪ Membership of the Police Learning Advisory Council <p>The Police Service will seek out opportunities to not only appoint but to encourage others to appoint disabled people to public life positions.</p> <p><u>The role of the Northern Ireland Policing Board NIPB</u></p> <p>The Northern Ireland Policing Board are responsible for a number of high profile public appointments within the Police Service. The Policing Board will be required to submit a separate disability action plan in their own right and therefore these public life positions are not considered as part of the PSNI's plan.</p>

2.

Previous Measures

Outlined below are the key measures, which Police Service of Northern Ireland has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

Promoting positive attitudes towards disabled people

- Publication of an Appropriate Language Guide that specifically addresses the issue of using inappropriate language when referring to people with disabilities.
- We commenced recording hate related incidents against persons with disabilities in September 2004. The Police Service of Northern Ireland define a disability related incident to be: **‘any incident perceived to be on the grounds of a persons physical or mental impairment by the victim or any other person’** The Police Service are committed to identifying and prosecuting perpetrators of all hate related crime. Reporting incidents to police provides essential information, which enables the police to prevent further incidents taking place and to identify those responsible.
- Minority Liaison Officers have been appointed in every Police District. These officers have been specifically trained to advise and support victims of hate crime including people with disabilities.
- Through its screening process in respect of Section 75 of the Northern Ireland Act, the PSNI seeks to ensure the early identification of adverse impacts from all its policies on people with disabilities.
- As employers PSNI acts within its responsibilities under the Disability Discrimination Act 1995 as amended.
- PSNI has published to all officers and staff a Disability Communication Guide that gives guidance on how to deal with people with specific disabilities in your everyday working lives. This guide shows that communication skills are vital in

developing relationships with disabled and non-disabled members of the public and colleagues alike. The guide seeks to promote the practice of identifying individual needs.

- Reasonable adjustments are made to the physical environment and working practices for staff to allow them to work effectively and safely.
- All new buildings brought into PSNI Estate are considered against the requirements of the Disability Discrimination Act 1995.
- Through induction training, all new staff are made aware of their responsibilities under our Equal Opportunities Policy, Bullying and Harassment Policy and Section 75 of the Northern Ireland Act 1998.

Encourage the participation of disabled people in public life

- The PSNI has a published policy 'Disability Discrimination Act – Management of all Staff' - (police officers and police staff) this policy seeks to eliminate all unlawful discriminatory practices in the areas of recruitment, transfers, deployment, dismissal, appraisals, access to training, progression and promotion, and to retraining, wherever practically possible, any police officer/police staff who becomes disabled during service, irrespective of rank/grade or role. The introduction and implementation of this policy is to ensure that any individual who is or considers themselves to be covered under the Disability Discrimination Act (DDA) will be treated in a fair, reasonable and prompt manner.
- PSNI has put in place an Independent Advisory Group on disability that is made up of representatives of various disability groups. This forum seek to obtain the views of a range of disabled people can be taken into account when considering new and revised policy initiatives.
- The Police Service of Northern Ireland has launched an Emergency SMS text messaging registration scheme to allow the deaf, hard-of-hearing and speech impaired to be able to contact the emergency services in an emergency. This new

service will also enable police to pass on requests for assistance to the Fire and Ambulance service as well.

- PSNI has a Disabled Police Officer Association that seeks to offer material support to officers serving and retired.
- PSNI in conjunction with employers such as Disability Action offer work placement opportunities offering long-term work experience under the Employee Support Scheme.
- Provision of interpreters to allow deaf or hard of hearing where appropriate.
- PSNI offers consultative documents in alternative formats including Braille, audiocassette etc.
- We have appointed and continue to train officers as Deaf Link Officers (DLO's) These officers are being trained in British and Irish Sign Language, deaf awareness and deaf culture. These officers are progressing through Level 1, 2 and 3 training. Their responsibility is to proactively engage with deaf, hard of hearing and speech-impaired people. They visit clubs and offer advice etc in sign language. They also follow up every emergency SMS contact ensuring the best possible service.

3

Action Measures

Outlined below are the measures, which we propose to take over the period 2007 - 2010 of this disability action plan, together with performance indicators or targets.

We believe that in order to promote positive attitudes towards disabled people we must remove all barriers both attitudinal and environmental. It is everyone's responsibility to create a productive environment in which each person can be himself or herself and fulfill their potential without obstacles. We are committed to a series of actions that we believe will help remove the disadvantage and social exclusion experienced by many disabled people because of attitudinal and environmental barriers.

The PSNI action plan focuses on five key areas to help secure improvements and change attitudes these are: -

1. Resources and Implementation of Disability Action Plan
2. Disability Awareness Training
3. Promoting Positive Attitudes Towards Disabled People
4. Encouraging Participation By Disabled People In Public Life
5. Effective Communication

Publication

Copies of this scheme are available on the PSNI website at the following web address <http://www.psni.police.uk/index/departments>

4

Hard copies will be forwarded to all our consultees in the Autumn of 2007 with a view towards our commitment to ongoing consultation.

Hard copies are available in alternative formats upon request from our Section 75 Officer at the address quoted at 1.2.

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

1. Resourcing and Implementation of the Disability Action Plan

Put in place measures to fully resource this Disability Action Plan and encourage the effective participation of staff and the public (particularly those with a disability), in the development of this plan.

Measures	Timescale	Performance Indicators/target
Allocate responsibility for the overall management of the action plan	June 2007	The implementation of our Disability Action Plan will be the responsibility of the management team within our Equality & Diversity Unit.
Consider ways of monitoring the effectiveness of the measures introduced	June 2007	The actions contained within this plan will be placed in the costed business plan of the Equality & Diversity Unit.
Put in place a mechanism to screen PSNI's functions against the additional requirements of Section 49A of the Disability Discrimination Act 1995	December 2007	To revise policy screening forms and training information to reflect 2 new questions about promotion of positive attitudes and encouraging participation in public life.
To put in place Diversity Champions throughout the organisation at senior management levels	September 2007	Diversity Champions will be appointed to each Area Command and also in the main Departments to ensure that diversity issues are on the agenda of operational and management meetings on a regular basis.

<p>To put in place a standing item on the Diversity Management Boards agenda to ensure that progress on the implementation of this Disability Action Plan is monitored at senior level</p>	<p>June 2008</p>	<p>The Diversity Management Board (Chief Constable and Strategic Command Team) will require that progress under the Disability Action Plan be reported annually. Any revisions to the Action Plan will be reported to the Diversity Management Board for approval.</p>
<p>Report annually to the Equality Commission on progress against the action plan</p>	<p>August 2008</p>	<p>To provide updates to the Equality Commission NI on progress under the action plan.</p>
	<p>August 2009</p>	
	<p>August 2010</p>	
<p>To ensure that Disability Action Plan targets are included in the Business Planning of the Equality & Diversity Unit and Human Resources Department</p>	<p>April 2008</p>	<p>To have a prepared costed Business Plan within the Equality & Diversity Unit, HR Dept that reflects key milestones under the Disability Action Plan to enable effective monitoring of progress in line with implementation timeline.</p>
	<p>April 2009</p>	
	<p>April 2010</p>	

2. Disability Awareness Training

To provide ongoing-targeted training and guidance for all personnel on disability issues and to help change attitudes towards people with a disability inside and outside the organisation.

Measures	Timescale	Performance Indicators/target
To identify a suitable disability awareness raising educational programme that is capable of being delivered to all police officers and staff	December 2007	To secure the use of training materials for police officers and staff.
We will explore the possibility with our partner agencies in the Criminal Justice Sector to source disability training materials that can be used across the sector	April 2008	Decisions taken on the feasibility of joined up training.
To ensure the effectiveness of disability awareness training the courses will be evaluated against learning outcomes	April 2009	Put in place an evaluation mechanism that will seek to evaluate the learning.
Ensure that all new officers and staff receive specific disability awareness training on their responsibilities under the Disability Discrimination Act	April 2009	Disability Equality Training is made compulsory for all officers' staff as part of Police Service of Northern Ireland induction training.
Ensure that <u>all</u> PSNI officers and staff have access to disability awareness training through the provision of an e-learning programme	June 2009	That PSNI will have in place a e-learning package that is capable of being accessed by all our staff and officers.
PSNI will continue to offer staff and officers training in deaf awareness	Annually	We have appointed and continue to train officers as Deaf Link Officers (DLO) These officers are being trained in British and Irish Sign Language, deaf awareness and deaf culture. We will support

		personnel as they progress through Level 1, 2 and 3 training.
PSNI will continue to raise awareness of disability issues through raising awareness	Annually	We will continue to publicise events such as Deaf Awareness Week in May each year.

3. Promoting Positive Attitudes Towards Disabled People

Measures	Timescale	Performance Indicators/target
Put in place a Disability Action Plan scheme that recognises and values the contribution of disabled people	June 2007	To have in place a Disability Action Plan that has been publicly consulted on that will lead to positive attitudes of people with disabilities.
The PSNI's Diversity Management Board will review progress of the Disability Action Plan on an annual basis and review what actions are required to promote positive attitudes towards disabled people	January 2008	Annually the PSNI's Diversity Management Board (PSNI's Strategic Leadership team together with three Policing Board Members) will review the progress that has been made under the Disability Action Plan.
	January 2009	
	January 2010	
Monitor complaints that are lodged under the existing Grievance and Bullying and Harassment procedures and analyse to see if disability has been a factor in the complaint	April 2008	To ensure that the PSNI's Behavioural Standards Report reflects all grievances and reported cases of Bullying and Harassment where Disability has been a factor – Through such analysis that steps will be taken to ensure that these situations are not repeated and that there is organisation learning as a result of these cases. This will inform the Training Needs Analysis.
Add a statement to all PSNI procurement contracts requiring the successful contractor to promote positive attitudes	April 2008	Statement added to all PSNI contracts, which is in keeping with the Equality Commission's guidance on procurement. This will require our external contractors to promote positive attitudes of disabled people.

PSNI has committed itself to the introduction of Equity Monitoring in service delivery	April 2008	With the introduction of equity monitoring of our services to the public we will have the ability to analyse potential inequalities and adjust our policies and procedures accordingly. Specifically disability will be a new category that will be monitored.
Ensure that the Omnibus Survey of Public Attitudes to Policing is amended to report on attitudes of disabled people towards Policing	October 2008	The Policing Board organise a twice-yearly Omnibus Survey of the Publics perception of the Police. We will ask that analysis be done of survey results to ensure that the views of disabled people are made known so that specific concerns can be addressed.
Ensure that external complaints made to the Police Ombudsman regarding failure to promote a positive attitude towards people with disabilities are reported to the Diversity Management Board	Sept 2008	As part of the yearly Behavioural Standards Report complaints that have been raised through the Police Ombudsman's office will be examined in relation to disability discrimination and appropriate action will be taken.
	Sept 2009	
	Sept 2010	
Encourage partner organisations to promote positive attitudes	June 2007	Police Service of Northern Ireland has many partner organisations we work closely with the Policing Board as well as other agencies within the Criminal Justice Sector. Through the Criminal Justice Equality Network we will work towards a joined up approach towards promoting positive attitudes to disabled people and where possible that good practise and learning will be shared across the sector.
	June 2008	
	June 2009	
We will sustain the provision of Minority Liaison and Deaf Link officers in each Area Command	Ongoing	We will commit to supporting the existing initiatives through which PSNI employ Police Officers to provide a specific point of contact for minority communities together with Deaf Link Officers in each Area Command.

4. Encouraging Participation By Disabled People In Public Life

Measures	Timescale	Performance Indicators/target
We will appoint a Network Support Officer to analyse opportunities to encourage participation of disabled people in Public Life within PSNI	Oct 2007	The Network Support Officer will be responsible for carrying out the required research to decide where opportunities exist to encourage participation in public life and to follow this through in partnership with the Human Resources Department.
The Criminal Justice Equality Network will set up a joint consultative forum to offer a two way channel of communication that will seek to promote equality of opportunity	April 2008	We will seek ways through which disabled people can play a leading role in this consultative policy forum.
Engage with people with disabilities as a normal part of policy development	April 2008	To also seek to use the independent Advisory Group on Disability more effectively but not exclusively in relation to service delivery policy construction.
Encourage the formation of an internal support group for people with disabilities	June 2008	To work with the disabled police officers towards the formation of a support group that will seek to offer practical advice and guidance to officers and staff who have disabilities. This will also raise the profile of people with disabilities within the organisation.
Create opportunities for disabled people in public life positions	June 2008	Through awareness raising PSNI will encourage decision makers to consider the appointment of disabled people to public life positions and where possible to create new opportunities for disabled people.

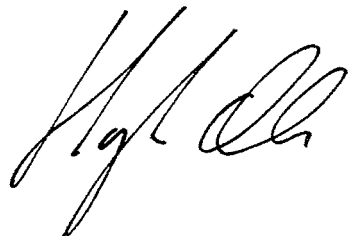
Encourage others to create opportunities for involving people with a disability in public life positions	April 2009	To consider what opportunities exist to create public life positions for people with disabilities in our partner organisations in the Criminal Justice Sector.
PSNI will help encourage the participation of disabled people in public life and will promote positive attitudes towards disabled people	June 2008	Encourage disabled people to apply for positions by carrying out a full analysis of the public life positions attached to PSNI and providing advice to all with responsibility for making these appointments.
	June 2009	
	June 2010	

6. Effective Communication

To visibly communicate PSNI's commitment to the promotion of positive attitudes towards disabled people and the engagement of disabled people in public life positions

Measures	Timescale	Performance Indicators/target
PSNI will sustain its commitment to maintain and expand the Disability Independent Advisory Group	April 2008	We will ensure that the existing Disability Independent Advisory Group is expanded to become more representative of the disabled communities. We will advertise this forum more widely and work with disability groups so that it becomes a vital two way communication forum that supports the promotion of equality of opportunity.
Ensure that the Police Services consultations with the public are mindful of the needs of people with disabilities	June 2008	Ensure that consultation exercises are carried out with the disability sector in mind and that consultation documents are available in formats accessible by disabled people.
Review external communication	April 2009	Specifically we will review the PSNI website to ensure that we maximise the use of Information Technology to assist those with disabilities. PSNI will ensure that we redesign our website with accessibility issues as a core feature.
	April 2010	
Include features on disability issues in PSNI's internal on-line magazine Callsign and within the Equality & Diversity Units WebPages and bulletins	Annually	Articles promoting positive attitudes to disabled people will be included in the PSNI's Callsign magazine and on the PSNI's Intranet sites.

Signed by:

A handwritten signature in black ink, appearing to read 'Hugh Orde', written in a cursive style.

Sir Hugh Orde

Chief Constable Police Service of Northern Ireland

Disability Action Plan Implementation Timeline 2007 -2010

Measures	Timescale	Performance Indicators/target
Allocate responsibility for the overall management of the action plan.	Jun-07	The implementation of our Disability Action Plan will be the responsibility of the management team within our Equality & Diversity Unit.
Consider ways of monitoring the effectiveness of the measures introduced.	Jun-07	To put the actions contained within this plan into the costed business plan of the Equality & Diversity Unit.
Put in place a Disability Action Plan scheme that recognises and values the contribution of disabled people.	Jun-07	To have in place a Disability Action Plan that has been publicly consulted on that will lead to positive attitudes of people with disabilities.
To put in place Diversity Champions throughout the organisation at senior management levels.	Sep-07	Diversity Champions will be appointed to each Area Command and also in the main Departments to ensure that diversity issues are on the agenda of operational and management meetings on a regular basis.
We will appoint a Network Support Officer to analyse opportunities to encourage participation of disabled people in Public Life within PSNI	Oct-07	The Network Support Officer will be responsible for carrying out the required research to decide where opportunities exist to encourage participation in public life and to follow this through in partnership with the Human Resources Department.
Put in place a mechanism to screen PSNI's functions against the additional requirements of Section 49A of the Disability Discrimination Act 1995.	Dec-07	To revise policy screening forms and training information to reflect 2 new questions about promotion of positive attitudes and encouraging participation in public life.
To identify a suitable disability awareness raising educational programme that is capable of being delivered to all police officers and staff.	Dec-07	To secure the use of training materials for police officers and staff.
To ensure that Disability Action Plan targets are included in the Business Planning of the Equality & Diversity Unit and Human Resources Department	Apr-08	To have a prepared costed Business Plan within the Equality & Diversity Unit, HR Dept that reflects key milestones under the Disability Action Plan to enable effective monitoring of progress in line with implementation timeline.

Monitor complaints that are lodged under the existing Grievance and Bullying and Harassment procedures and analyse to see if disability has been a factor in the complaint.	Apr-08	To ensure that the PSNI's Behavioural Standards Report reflects all grievances and reported cases of Bullying and Harassment where Disability has been a factor – Through such analysis that steps will be taken to ensure that these situations are not repeated and that there is organisation learning as a result of these cases. This will inform the Training Needs Analysis.
Add a statement to all PSNI procurement contracts requiring the successful contractor to promote positive attitudes	Apr-08	Statement added to all PSNI contracts, which is in keeping with the Equality Commission's guidance on procurement. This will require our external contractors to promote positive attitudes of disabled people.
PSNI has committed itself to the introduction of Equity Monitoring in service delivery.	Apr-08	With the introduction of equity monitoring of our services to the public we will have the ability to analyse potential inequalities and adjust our policies and procedures accordingly. Specifically disability will be a new category that will be monitored.
The Criminal Justice Equality Network will set up a joint consultative forum to offer a two way channel of communication that will seek to promote equality of opportunity	Apr-08	We will seek ways through which disabled people can play a leading role in this consultative policy forum.
Engage with people with disabilities as a normal part of policy development.	Apr-08	To seek to use the independent Advisory Group on Disability more effectively but not exclusively in relation to service delivery policy construction.
PSNI will sustain its commitment to maintain and expand the Disability Independent Advisory Group	Apr-08	We will ensure that the existing Disability Independent Advisory Group is expanded to become more representative of the disabled communities. We will advertise this forum more widely and work with disability groups so that it becomes a vital two way communication forum that supports the promotion of equality of opportunity
To put in place a standing item on the Diversity Management Boards agenda to ensure that progress on the implementation of this Disability Action Plan is monitored at senior level	Jun-08	The Diversity Management Board (Chief Constable and Strategic Command Team) will require that progress under the Disability Action Plan be reported annually. Any revisions to the Action Plan will be reported to the Diversity Management Board for approval.
Encourage partner organisations to promote positive attitudes	Jun-08	Police Service of Northern Ireland has many partner organisations we work closely with the Policing Board as well as other agencies within the Criminal Justice Sector. Through the Criminal Justice Equality Network we will work towards a joined up approach towards promoting positive attitudes to disabled people and where possible that good practise and learning will be shared across the sector.

Encourage the formation of an internal support group for people with disabilities.	Jun-08	To work with the disabled police officers towards the formation of a support group that will seek to offer practical advice and guidance to officers and staff who have disabilities.
Create opportunities for disabled people in public life positions	Jun-08	Through awareness raising PSNI will encourage decision makers to consider the appointment of disabled people to public life positions and where possible to create new opportunities for disabled people.
Ensure that the Police Services consultations with the public are mindful of the needs of people with disabilities	Jun-08	Ensure that consultation exercises are carried out with the disability sector in mind and that consultation documents are available in formats accessible by disabled people
Ensure that external complaints made to the Police Ombudsman regarding failure to promote a positive attitude towards someone with a disability are reported to the Diversity Management Board.	Sep-08	As part of the yearly Behavioural Standards Report complaints that have been raised through the Police Ombudsman's office will be examined in relation to disability discrimination and appropriate action will be taken.
Ensure that the Omnibus Survey of Public Attitudes to Policing is amended to report on attitudes of disabled people towards Policing.	Oct-08	The Policing Board organise a twice-yearly Omnibus Survey of the Publics perception of the Police. We will ask that analysis be done of survey results to ensure that the views of disabled people are made known so that specific concerns can be addressed.
We will explore the possibility with our partner agencies in the Criminal Justice Sector to source disability training materials that can be used across the sector.	Apr-09	Decisions taken on the feasibility of joined up training.
To ensure the effectiveness of disability awareness training the courses will be evaluated against learning outcomes.	Apr-09	Put in place an evaluation mechanism that will seek to evaluate the learning
Ensure that all new officers and staff receive specific disability awareness training on their responsibilities under the Disability Discrimination Act.	Apr-09	Disability Equality Training is made compulsory for all officers staff as part of Police Service of Northern Ireland induction training.
Encourage others to create opportunities for involving people with a disability in public life positions.	Apr-09	To consider what opportunities exist to create public life positions for people with disabilities in our partner organisations in the Criminal Justice Sector.
Review internal and external communication policies	Apr-09	Specifically we will review the PSNI website to ensure that we maximise the use of Information Technology to assist those with disabilities. PSNI will ensure that we redesign our website with accessibility issues as a core

		feature
Ensure that <u>all</u> PSNI officers and staff have access to disability awareness training through the provision of an e-learning programme	Jun-09	That PSNI will have in place a e-learning package that is capable of being accessed by all our staff and officers
Report annually to the Equality Commission on progress against the action plan.	Annually	To provide updates to the Equality Commission NI on progress under the action plan.
PSNI will continue to offer staff and officers training in deaf awareness	Annually	We have appointed and continue to train officers as Deaf Link Officers (DLO) These officers are being trained in British and Irish Sign Language, deaf awareness and deaf culture. We will support personnel as they progress through Level 1, 2 and 3 training.
PSNI will continue to raise awareness of disability issues through publicising awareness raising	Annually	We will continue to publicise events such as Deaf Awareness Week in May each year.
The PSNI's Diversity Management Board will review progress of the Disability Action Plan on an annual basis and review what actions are required to promote positive attitudes towards disabled people.	Annually	Annually the PSNI's Diversity Management Board (PSNI's Strategic Leadership team together with three Policing Board Members) will review the progress that has been made under the Disability Action Plan.
We will sustain the provision of Minority Liaison and Deaf Link officers in each Area Command.	Annually	We will commit to supporting the existing initiatives through which PSNI employ Police Officers to provide a specific point of contact for minority communities together with Deaf Link Officers in each Area Command.
PSNI will help encourage the participation of disabled people in public life and will promote positive attitudes towards disabled people	Annually	Encourage disabled people to apply for positions by carrying out a full analysis of the public life positions attached to PSNI and providing advice to all with responsibility for making these appointments.
Include features on disability issues in PSNI's internal on-line magazine Callsign and within the Equality & Diversity Units WebPages and bulletins	Annually	Articles promoting positive attitudes to disabled people will be included in the PSNI's Callsign magazine and on the PSNI's Intranet sites