



**NEWINGTON HOUSING ASSOCIATION
(1975) LTD**

DISABILITY ACTION PLAN

APRIL 2007

Please note that this document is available on request in alternative formats including:

- **Large print**
- **Audiocassette**
- **Braille**
- **Computer Disc**
- **Alternative languages**

If you would like an alternative format, please contact:

Anthony Kerr
Newington Housing Association
300-302 Limestone Road
Belfast
BT15 3AR

Tel: 028 90 744055
Fax: 028 90 747624

Email a.kerr@newingtonha.co.uk

DISABILITY ACTION PLAN

Newington Housing Association (1975) Ltd

| | |
|-----|---|
| 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), Newington Housing Association 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, Newington Housing Association (1975) Ltd 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>As Chief Executive of Newington Housing Association, 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 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 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, Newington Housing Association will, where appropriate, consult with disabled people and disability groups when</p> |

| | |
|-----|---|
| | <p>implementing and reviewing this action plan.</p> <p>Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within Newington Housing Association will be:-</p> <p>Name: Gary Dugan Title: General Manager Address: 300-302 Limestone Road, Belfast, BT15 3AR Telephone number: 028 9074 4055 Fax number: 028 9074 7624 Email: g.dugan@newingtonha.co.uk</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 www.newingtonha.co.uk</p> |
| 1.4 | <p>Functions</p> <p>Outlined below are the range of functions of Newington Housing Association (1975) Ltd.</p> <p>Newington Housing Association is a small community based housing association with 400 units of accommodation, operating exclusively in North Belfast.</p> <p>The Board of Management of the housing association membership comprises the Chair and 9 other members appointed by the Board of Management.</p> <p>The main functions of Newington Housing Association are:</p> |

| | |
|-----|--|
| | <ul style="list-style-type: none"> • To provide affordable good quality housing for those in need • To provide a comprehensive and effective housing service for the associations tenants • To develop new quality and affordable housing • To offer effective housing advice to applicants and prospective applicants |
| 1.5 | <p>Public Life Positions</p> <p>The range of public life positions over which Newington Housing Association (1975) Ltd has responsibility for, are as follows:-</p> <ul style="list-style-type: none"> • Board of Management of Newington Housing Association |
| 2. | <p>Previous Measures</p> <p>Outlined below are the key measures which Newington Housing Association has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.</p> <p>Promoting positive attitudes towards disabled people and Encouraging the participation of disabled people in public life</p> <ul style="list-style-type: none"> • Disability Awareness Training • Accessibility policies • Provision of services for disabled people • Reasonable adjustments • Policy proofing |

| | |
|---|--|
| 3 | <p>Action Measures</p> <p>3.1 Outlined below are the measures which we propose to take over the period from June 2007 to May 2009 of this disability action plan, together with performance indicators or targets. Newington Housing Association 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 meetings.</p> |
|---|--|

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

| Measures | Timescale | Performance Indicators/target |
|---|------------------|---|
| Provide training on disability duties to all board and staff members | October 2007 | Training schedule delivered |
| Provide disability awareness training to all staff members | October 2007 | Training schedule delivered |
| Recognise the scale of disability amongst Newington HA's existing customers by ensuring positive and proportionate imagery in Annual Report | December 2007 | Positive and proportionate imagery in Annual Report |

| | | |
|--|--------------|--|
| | | |
| Review external and internal communications and access policies | 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 | October 2007 | 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 | April 2008 | Policies screened to assess both S75 and disability duties |
| 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 2007 | Adverts for all employment vacancies circulated to disability networks |
| Include a statement on all employment adverts that applications for disabled people are particularly welcome | June 2007 | Statement welcoming disabled applicants on all employment vacancies |

| | | |
|---|---------------|--|
| Conduct staff attitude survey in relation to disability issue | April 2008 | Staff attitude survey carried out |
| Work with joint partner organisations to encourage partners to adopt the principles and spirit of disability duties | December 2008 | Joint partners adopting spirit and principles of disability duties |
| Encourage interaction between people with disabilities and those without | August 2008 | Events organised to encourage interaction between people with disabilities and those without |
| Formalise links with disability groups | December 2007 | Links to disabled groups formalised |

Signed by:

Chair

Chief Executive



DISABILITY ACTION PLANS

Development & Consultation Processes

The Northern Ireland Federation of Housing Associations (NIFHA) is the umbrella body for the 36 registered and 7 non-registered housing associations in Northern Ireland.

All designated housing associations participated in a joint approach to the development of Disability Action Plan process co-ordinated by the NIFHA. The Federation assisted members in this process by:

- Developing a housing specific response template to ensure consistency of Disability Action Plans across the 35 designated associations
- organising pre-consultation training facilitated by Disability Action
- publicising the 8 week consultation period in the three main Northern Ireland daily papers
- issuing a composite disk containing the draft Disability Action Plans of all designated housing associations to the disability organisations listed at Appendix A (additional discs were also issued on request)
- Representing the housing association movement at joint consultation events hosted by the NI Housing Executive
- Acting as a conduit for information and consultee responses

Public Consultation

Designated housing associations consulted on their Disability Action Plans between Friday, 27 April and Friday 22 June 2007. Associations took comments or detailed responses from following Consultees into consideration when producing the final version of their Disability Action Plan:

- Carers NI
- Disability Action
- Northern Ireland Housing Executive events on 23 March & 10 May (participating organisations are listed at Appendix B)
- RNID
- Tenants & staff of the respective association
- Stakeholder organisations as listed by each association

NIFHA and its members would like to take this opportunity to record their thanks to all individuals and/or organisation that took the trouble to share their experience and submit their comments.



APPENDIX A

LIST OF ORGANISATIONS THAT RECEIVED DRAFT DISABILITY ACTION PLAN DISK 27 APRIL 2007

Action Mental Health
Age Concern Northern Ireland
Barnardos
British Deaf Association (NI)
Brainwaves Northern Ireland
Carers Northern Ireland
Child Poverty Action Group (NI)
Blind Centre for NI
Community Development & Health Network (NI)
Disability Action
Down's Syndrome Association
Employers' Forum on Disability
Equality Commission for NI
Help the Aged Northern Ireland
Leonard Cheshire Foundation
MENCAP
Northern Ireland Association for Mental Health
North West Forum of People with Disabilities
PRAXIS
Parents & Professionals & Autism
Rethink
Royal National Institute for the Blind (NI)
Royal Institute for Deaf People (NI)
Sense NI
The Cedar Foundation
The Guide Dogs for the Blind Association
Threshold – Richmond Fellowship NI



APPENDIX B

LIST OF ORGANISATIONS THAT PARTICIPATED IN THE JOINT CONSULTATION EVENTS HOSTED BY NIHE

Action Mental Health
Advice NI
Cedar Foundation
CRC
Disability Action
Equality Commission
Information Commission
MENCAP
NITAP
North Down Community Network
Probation Board NI
PSNI
QUB
Rethink
RNIB
SCA
The Blind Centre
Visual Access NI
Women's Forum NI