



**NEWINGTON HOUSING ASSOCIATION
(1975) LTD**

DISABILITY ACTION PLAN

DRAFT

APRIL 2007

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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), (<i>insert name of public authority</i>) 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 fulfill 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>
3.1	<p>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