



Northern Ireland Fishery Harbour Authority

Disability Action Plan 2020

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Please contact:

Rosemary Scott
Northern Ireland Fishery Harbour Authority
3 St Patrick's Avenue
Downpatrick
BT30 6DW

Tel: 028 4461 3844

Email: rosemary.scott@nifha.co.uk

DISABILITY ACTION PLAN

Introduction

The Disability Discrimination Act (DDA)

The Disability Discrimination Act 1995 introduced measures to eliminate discrimination against disabled people in the areas of employment and the provision of goods, facilities and services, education, and transport, for instance, under the DDA, an employer is required to make a reasonable adjustment to assist a disabled person in the workplace to avoid intentional or unintentional discrimination.

The Disability Discrimination (NI) Order DDO

In 2006 changes to the DDA were introduced with the Disability Discrimination Order (NI) Order 2006. The DDO 'disability duties' require the Northern Ireland Fishery Harbour Authority (NIFHA) as a public body, to take pro-active steps to:

- promote positive attitudes towards disabled people; and
- to encourage participation by disabled people in public life.

Under Section 49B of the DDA 1995, NIFHA 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.

Statement of Commitment

As Chairman and Chief Executive of NIFHA, we are committed to effectively implementing 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.

We have put in place and will maintain appropriate internal arrangements to ensure that disability duties are complied with and that this disability action plan is effectively implemented. We will ensure the effective communication of the plan to employees and that all necessary training and guidance for employees is provided on the disability duties and on the implementation of the plan.

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.

The NIFHA board will be responsible for the effective implementation of this plan. The Chief Executive will be responsible to the board for the implementation, review, and evaluation of the plan. The point of contact within NIFHA is:

Kevin Quigley (Chief Executive)
Northern Ireland Fishery Harbour Authority
3 St Patrick's Avenue
Downpatrick
BT30 6DW

Tel: 028 4461 3844
Email: kevin.quigley@nifha.co.uk

We will submit a progress report to the Equality Commission each year on the implementation of this Disability Action Plan. We will publish it on NIFHA's website.

As required by the DDA, NIFHA will also carry out a five-year review of its plan and submit it to the Equality Commission. The review report will be published on our website to inform our employees and the wider public of our progress with implementing the disability duties.

The Work of the Northern Ireland Fishery Harbour Authority

The Northern Ireland Fishery Harbour Authority (NIFHA) is an executive non-departmental public body (NDPB) sponsored by the Department of Agriculture, Environment and Rural Affairs for Northern Ireland (DAERA-NI).

NIFHA is a statutory body established in 1973 and is responsible for the three fishery harbours and harbour estates of Ardglass, Kilkeel and Portavogie.

We are a small public body employing less than 20 full time equivalents. Most of our employees are employed in operational roles and are based at the three harbours.

The primary functions of NIFHA are:

- To improve, manage and maintain the harbours and harbour estates.
- To operate such facilities as may be provided at the harbours.
- To dredge and maintain the harbour berths channels and entrances.
- To lease, dispose of, or develop land vested in NIFHA.
- To make Bye-laws to control the day-to-day running of the harbours and associated facilities.

Public Life Positions

The NIFHA Board consists of a Chairperson and up to eight members. NIFHA has no responsibility for making public appointments as responsibility for appointing its board positions lies with the Department of Agriculture, Environment and Rural Affairs (DAERA). These appointments are monitored and regulated by the Commissioner for Public Appointments.

Action Measures

Outlined below are the measures which we propose to take over the next five years ending in 2025.

Measures	Timescale	Performance Indicators/Targets
Awareness Raising and Training		
NIFHA will provide induction training for all new entrants which will include information on disability duties	Ongoing as necessary during the life of the plan	The disability duties are covered in all new induction programmes
NIFHA will provide induction training for all new board members which will include information on disability duties.	Ongoing as necessary during the life of the plan	The disability duties are covered in all new induction programmes

Measures	Timescale	Performance Indicators/Targets
NIFHA will provide Mental Health awareness training to its managerial and HR staff in order to help them recognise the common mental health issues that can affect workers and to decide appropriate action to take to support them	During 2021/22 and ongoing	Managers and HR staff will have received accredited mental health awareness training. The importance of mental wellbeing will be promoted within our organisation
All Board members and employees to receive at least tri-annual tailored training in disability issues	Tri-Annual from 2020	Training is undertaken and gets positive review from those taking part
Promoting Positive attitudes towards disabled people		
NIFHA will be introducing a new beach cleaning initiative which will include widely accessible beach clean events	Launching in 2021 and will be ongoing.	Programme will be adaptable to ensure it includes everyone wishing to take part
NIFHA will promote good Mental Health within its own organisation	January 2021 and ongoing	NIFHA will sign up to and meet the commitments of the Mental Health Charter

Measures	Timescale	Performance Indicators/Targets
NIFHA plans to resume its primary school education programme (subject to Covid-19 restrictions). The programme includes a positive message towards disabled people	Annually	Programme is reviewed to ensure it provides ways for disabled participants to take part
NIFHA will continue to offer work placement (where possible) to disabled people	Ongoing	NIFHA maintains an opportunity for work placements, which achieves at least 50% occupancy
Working to improve accessibility		
Modernisation of our Harbour Master Office's to include disabled access and toilet facilities	During 2021/22.	Upgraded offices to include disabled access and toilet facilities
Encourage Participation in public life		
NIFHA will support DAERA to promote applications for Board vacancies from the fishing communities and from disabled people	January 2021 and ongoing	Any NIFHA contribution to recruitment will include positive promotion of disabled candidate