



DISABILITY ACTION PLAN

WOODVALE & SHANKILL COMMUNITY HOUSING ASSOCIATION
USEL Building, 182-188 Cambrai Street Belfast, BT13 3JH

DISABILITY ACTION PLAN

<p>1.1</p>	<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). Woodvale & Shankill CHA Ltd 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, Woodvale & Shankill HA 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>
<p>1.2</p>	<p>As Chairman & Chief Executive of Woodvale and Shankill CHA Ltd, 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>The Association will review its existing policy and procedures for consulting with disabled applicants and disabled tenants and will re-examine its policy and procedures relating to the provision of disabled adaptations to its housing stock to facilitate its disabled tenants.</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</p>

	<p>Equality commission on the implementation of this plan as well as carrying out a five yearly review of this plan.</p> <p>Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within Woodvale & Shankill Community Housing Association Ltd will be:-</p> <p>Name: M McDowell Title: CEO Address: 182-188 Cambrai Street, Belfast BT13 3JH Telephone Number: 028 90 741618 Fax Number: 028 90 351922 Email: Lynn@wscha.org or Reception@wscha.org</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>
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<p>1.3</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 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</p>
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<p>1.4</p>	<p>Functions, Principal Activities and Area of Operations</p> <p>Woodvale & Shankill CHA Ltd is a community based housing association operating in a defined area in North and West Belfast.</p> <p>The Association is a registered non-profit making body, established to provide social rented housing accommodation for those in need. It aims to purchase, modernise, renovate or renew older houses lacking proper amenities and to acquire land, and build new dwellings to meet general or specialist housing needs as identified and approved by the appropriate Government Agencies.</p> <p>The Association owns and manages 3 No sheltered dwelling schemes to cater for elderly and disabled persons and provides housing management, support and comprehensive maintenance service for all its tenants.</p>
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	<p>Outlined below is the range of functions of Woodvale & Shankill CHA Ltd.</p> <ul style="list-style-type: none"> • Development of social housing in Northern Ireland for people with general and special needs. • Management and maintenance of these properties for tenants and partner agencies. • To offer effective housing advice to applicants and prospective tenants and local the community.
<p>1.5</p>	<p>Public Life Positions</p> <p>The range of public life positions over which Woodvale & Shankill CHA Ltd has responsibility for, are as follows:-</p> <p>A Board of Management comprising of;</p> <p>Chairperson Vice Chairperson Secretary Treasurer and 7 board members</p>
<p>2.</p>	<p>Previous Measures</p> <p>Outlined below are the key measures which Woodvale & Shankill HA Ltd has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life. The association recently moved office to ensure all tenants could access the services.</p> <p><u>Sheltered Accommodation</u></p> <ul style="list-style-type: none"> • provision of; <ul style="list-style-type: none"> • 32 Cat 2 Apartments for elderly/disabled tenants • 2 Cat 2 Wheelchair Apartments for elderly/disabled tenants • 22 Cat 1 Apartments for elderly/disabled tenants • 3 Cat 1 Wheelchair Apartments for elderly/disabled tenants • 34 Cat 1 Apartments for elderly/disabled tenants • 2 Cat 1 Wheelchair Apartments for elderly/disabled tenants <p><u>General and Disabled Needs</u></p> <ul style="list-style-type: none"> • provision of; <ul style="list-style-type: none"> • 8 Level Access Bungalows • 18 Bungalows to Lifetime Home Standards • 1 Purpose built complex needs house • 2 Ground floor wheelchair flats • 10 Lifetime Home Standard houses

Promote positive attitude towards disabled people and encourage the participation of disabled people in public life

- Provides disability awareness training for staff.
- Staff training and awareness sessions regarding nine equality groups
- Key policies adapted to user friendly formats.
- Policies are positive to people with disabilities.
- Tenant's forum held regularly.
- Carrying out disabled adaptations to relevant properties
- Provision of specialist equipment for people with disabilities within the property
- Disabled people encouraged to participate on the Board of Management
- Encouragement by Scheme Supervisors for disabled tenants to participate in the whole range of indoor and outdoor activities within their own sheltered schemes.
- Encouragement for Scheme Supervisors to jointly plan and organise inter scheme events with a focus on the participation of the disabled tenants.
- Policy screening
- Improved promotion of talk type, audio and alternative formats
- Adjustment of services eg home visits by housing officer
- Accessible corporate publications
- Specialist equipment & assistive technology to facilitate participation for people with disabilities
- Hosting of events for or by disabled people
- Referral service to floating support for all tenants

3 Action Measures

Outlined below are the measures which we propose to take over the period June 15 to June 15 of this disability action plan, together with performance indicators or targets.

Measures	Time Scale	Performance indicator/target
Staff and BoM training/refreshers on the disability duties.	June 16	Training schedule to be put in place
Disability awareness training to be included in staff induction training process	Ongoing	Training plan in place when required
Maintain board commitment to disability issues	Immediate and ongoing	Promote uptake to board of management for people with disabilities.
Incorporate disability issues in the associations planning processes	Immediate and ongoing	Incorporate disability agenda in the strategic plans; annual plans and key business processes
Ensure range of accessible communication	Ongoing	Development of new accessible website, service user guide and corporate publications
Encourage tenant and service user involvement	Ongoing	Events organised to encourage interaction between those with and those without disabilities.
Ensure all recruiting advertisements reach a wide audience	Ongoing	Advertisements for all vacancies to be circulated to disability groups along with mainstream newspapers.
Conduct a monitoring survey of all board and staff to identify board or staff members with disabilities	Ongoing	Ensure all staff and board members information is kept up to date
Support staff with disabilities, encourage staff to take part in career	Ongoing	Disabled staff taking part in career development and further learning

development and further learning opportunities		opportunities
Provide housing for people with disabilities	Ongoing	House stock to be upgraded when necessary
Carry out tenant survey to enable effective commencement of any potential adaptations that may be necessary to property.	April 2017 (to be carried out every 2 years)	Collect and collate tenant/service user data through surveys, NICORE and other available relevant data.
Encourage interaction between people with and people without disabilities	Immediate and ongoing	Events organised to encourage interaction between those with and those without disabilities.
Formalise links with disability groups	Immediate and ongoing	Process of engaging with groups has been initiated.
Annual report to include clear statement to support representation of disabled people in governance of the association	April 2016	Statement to be included in April 2016 Annual Report.
Commence screening of policies to assess significance of disability duties.	Immediate and ongoing	Policies to be screened to assess both section 75 and disability duties

Signed by:

Sam Robinson
Chair

Michael McDowell
Chief Executive