



## Easy read booklet

# Our plan for disabled people 2020 to 2023



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

# Who we are



We are **Armagh City, Banbridge and Craigavon Borough Council**.

We do things like keeping the streets clean, looking after local services and giving money to arts projects.



The law says that we must

- help people think about disabled people in a good way.
- help disabled people take part in public life. This means helping disabled people to join in local groups.



This is our plan for disabled people. It tells you how we will follow the law to treat disabled people in a good and fair way.

# What we do now



We already do a lot of work to help people think about disabled people in a good way and help them to join in local groups.



- We can send you information and booklets in alternative formats like Easy Read or Braille.



- We have made it cheaper for disabled people and their carers to use our **leisure facilities**. **Leisure facilities** are places like a swimming pool or sports centre.



- We have won awards like the **Willian Keown Access Award** for the good work we have done.

# More about What we do now



- We speak to local disabled people and groups to ask them what they think about our work.



- We are part of **Employers for Disability NI**. This makes it easier for disabled people to work for us.



- We are part of **AccessAble**. This helps disabled people get **work experience**. **Work experience** is when someone practices a job. This helps people find work.



- We started **JAM Card**. **JAM** stands for **Just A Minute** and lets disabled people ask for more time in a public place, like a shop.



- **Recite Me** is on some of our websites to make sure they are easy for disabled people to use.



- We chose **Elected Member** and **Officer Diversity Champions**. They help make sure we are fair to disabled people.



- We made an **Accessible Communications and Inclusive Language Guide** to talk to disabled people better.

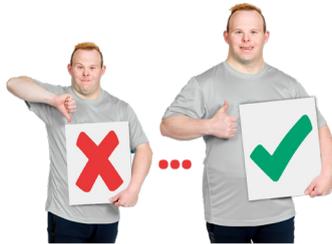


- We made a booklet telling our staff how they can make inclusive and accessible events.

**Aa**

- We made a captioning service so that people with hearing loss can take part in meetings.

# Our plan for the future



There is more that we can do to help people think about disabled people in a good way and help them to join in local groups.

## In the future we want to



- Talk to disabled people and groups to ask what they think about our plan.



- Train all the people who work for us so they know more about disabled people and our rules.



- Train council members so they know how to treat disabled people fairly.



- Tell people we offer all our documents in other formats like Easy Read or Braille.



- Have pictures that show disabled people in a positive way.



- Look at how we tell people about our jobs so that everyone knows about them and can apply.



- Make sure our staff know about our **Diversity Champions**. We will choose them at the big meeting we have every year.



- Make our relationships with charities like **Cedar** and **Mencap** better so that we can help disabled people get work experience.

# More about Our plan for the future



- Tell people about our jobs on the **Employers for Disability NI** website so that more disabled people know about them.



- Tell more people about **autism** so that we have an autism friendly borough. **Autism** is a disability.



- Sign the **Mental Health Charter**. We promise to think carefully about how our staff feel and help them.



- Sign up to the **Every Customer Counts Disability Access initiative** to make our services more accessible for everyone.



- Ask **Disability Sport NI** to look at our new **South Lake Leisure centre** to make sure it is accessible.



- Complete 46 new **accessible play parks**. An **accessible play park** is a park where all children can play.



- Start new play activities so all children are able to play in the local community.



- Make our **GetActive** website better so that more people can use it.



- Make booklets in our leisure centres more accessible.

## More about Our plan for the future



- Have lots of sport activities and events for disabled people so they feel more confident.



- Have an award for junior and senior disabled sports personalities.



- Write a report once a year to say how well our plan is going.



We will start our plan soon and finish it by 2023.

# How we will make sure our plan is working



We will set targets so that we know our plan is being followed by everyone.



We will check the targets are being met.



We will make a report about our plan. We will put this onto our website for people to read.

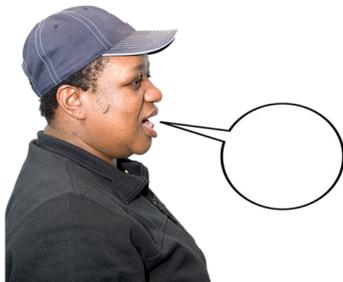


We will look at our plan after 5 years. We will work with the **Equality Commission for NI** to see how well our plan worked.

# How we will find out what people think of our plan



We want disabled people to have a say in our plan. We will talk to disabled people and local groups to find out what they think.



We will put early versions of our plan for people to read on our website so you can tell us what you think about it.



We will find out what people think about our plan in meetings and by asking questions.



Our booklets will be in accessible formats. We will pick accessible places for our meetings and have signers, interpreters and other support there.

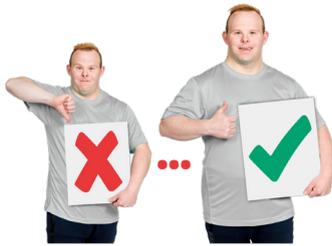


We want to find out what people think so that we can



**Communicate**

- find out what we need to change to make it easier for disabled people to talk with us.



- look at the past to see where we have not done well and find out what we can do better in the future.



- fix any problems.



- look at how well our plan is working especially if people have suggested changes to our plan.

# How we will tell people about our plan



We want as many people to see our plan as possible so they can tell us what they think.



You will be able to get this plan in lots of different languages and formats like Easy Read and Braille.



We will tell people about our plan in newspapers and in local meetings.



We will give a copy of our plan to everyone who works for us.

# How to contact us



You can see our plan by going to this website  
**[www.armaghbanbridgecraigavon.gov.uk](http://www.armaghbanbridgecraigavon.gov.uk)**



You can tell us what you think by talking to **Mary Hanna**.

Call her on this number  
**028 3752 9600**



Or you can write to her at this address  
**Mary Hanna**  
**Armagh City, Banbridge and**  
**Craigavon Borough Council**  
**Armagh Office**  
**The Palace Demesne**  
**Armagh City BT60 4EL**



Or send her an email at  
**[mary.hanna@armaghbanbridgecraigavon.gov.uk](mailto:mary.hanna@armaghbanbridgecraigavon.gov.uk)**

Thank you to A2i for the words  
**www.a2i.co.uk** (reference 31680)

The full version of this document is called  
**Disability Duties and Action Plan 2020-2023**