



# LONDONDERRY PORT AND HARBOUR COMMISSIONERS

## DISABILITY ACTION PLAN

Consultation Version

Consultation ends on 5<sup>th</sup> FEBRUARY 2010

This documentation can be made available in alternative formats upon request. Requests for alternative formats can be made to Londonderry Port and Harbour Commissioners using the following contact information:

Name: Mr. Stephen Gillespie  
Title: Financial Controller  
Address: Londonderry Port, Port Road, Lisahally  
BT47 6FL.  
Telephone number: 028 7186 0555  
Fax number: 028 7186 1168  
Email: [stephen@londonderry-port.co.uk](mailto:stephen@londonderry-port.co.uk)

The consultation period for this Action Plan will conclude on 31<sup>st</sup> August 2007. We would welcome your views on the content of the action plan and the measures outlined. Representatives will be happy to meet with interested individuals or groups to discuss the action plan.

Responses to the consultation should be sent to the Consultation Co-ordinator using the contact information set out above. This contact information can also be used to arrange to meet with a Londonderry Port representative to discuss the plan during the consultation period.

## **DISABILITY ACTION PLAN**

### **LONDONDERRY PORT AND HARBOUR COMMISSIONERS**

#### **Introduction**

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Londonderry Port is required when carrying out its functions to have due regard to the need to:

- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life ('The Disabled Duties').

Under Section 49B of the DDA 1995, Londonderry Port 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.

Londonderry Port and Harbour Commissioners 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.

Appropriate internal arrangements will also be put in place to ensure that the disability duties are complied with and the disability action plan effectively implemented. The plan will be communicated to staff and all necessary training and guidance for staff on the disability duties and the implementation of the plan will be provided.

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.

Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within Londonderry Port will be:-

Name: Mr. Stephen Gillespie  
Title: Financial Controller  
Address: Londonderry Port, Port Road, Lisahally BT47 6FL  
Telephone number: 028 7186 0555  
Fax number: 028 7186 1168  
Email: stephen@londonderry-port.co.uk

If you require this plan in an alternative format please contact the above to discuss your requirements.

Londonderry Port is committed 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.

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.londonderryport.com](http://www.londonderryport.com)

**G O'Doherty**  
Chairman

**B McGrath**  
Chief Executive

## **Londonderry Port and Harbour Commissioners**

### **Background**

Londonderry Port and Harbour Commissioners is a Public Trust Port established by Act of Parliament 1854. This and subsequent Harbour Acts and Orders have established the legal framework for the port.

The Londonderry Port and Harbour Order 2002 states that, the Commissioners shall consist of not less than 8 and not more than 12 persons, appointed by the Minister responsible for the Department of Regional Development.

A maximum of three Commissioners are nominated by Derry City Council and their appointment is co-terminus with being a sitting councilor.

The underlying purpose of the Commissioners is to manage, maintain and improve the harbour for the benefit of its customers and stakeholders. The Commissioners must also be mindful of ensuring the asset is sustainable for future generations. The Port operates in a commercial environment competing with other ports for trade. Many of the interfaces are of a commercial dimension.

### **Roles and Functions**

The port is involved in the following activities:

- Safe navigation of vessels using Lough Foyle.
- Berthing of ships at the quay.
- Efficient discharge of the cargoes.
- Storage of certain products within the harbour estate.
- Pilotage.
- Towage.
- Making of Bye Laws.

### **Public Life Positions that the Commissioners are primarily involved in:**

- Board of Londonderry Port and Harbour.
- Sub-Committees of the Board E.g. Safety, Audit and Remuneration.

In addition the Commissioners encourage the Executive to get involved in external organizations, such as:-

- British Ports Association.
- Londonderry Chamber of Commerce.
- Business in the Community

### **Previous Measures**

The Commissioners have already taken a number of measures to promote positive attitudes towards disabled people and encourage their participation in public life as a result of the duties under Section 75.

- All current and proposed policies are screened in accordance with the Commissioner's Equality Scheme to ensure they do not have adverse impact on any of the nine equality categories, one of which is persons with a disability.
- In terms of service delivery, all Departments within Londonderry Port must consider equality implications.
- Information is made available in alternative formats upon request.

### **Action Measures**

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

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

<b>Measure</b>	<b>Action</b>	<b>Target</b>	<b>Responsibility</b>	<b>Timescale</b>
Promote	The Commissioners Section 75 equality screening proforma to reflect the Disability Duties.	To ensure all new and revised policies are equality screened taking into consideration both Section 75 of the NI Act 1998 and the two new Disability Duties.	Equality Officer	Completed
Promote positive attitudes	Organise appropriate and relevant training on the disability duties for all staff as necessary.	<p>To organize disability awareness training.</p> <p>To ensure that interviewers participating in recruitment and selection for the Commissioners are trained with regard to Disability Duties.</p> <p>To carry out a staff survey to establish the percentage of persons with a disability within the Port.</p>	<p>Training Officer</p> <p>Equality Officer</p> <p>Equality Officer</p>	<p>Completed during July/Aug 09. Included as part of Induction Pack.</p> <p>Completed.</p> <p>To be completed by March 09.</p>

Promoting		To measure and promote the Disability Duties are embedded within the Commissioner's recruitment and selection process.	Personnel	Under constant review.
Promote & encourage	Review the Commissioner's external and internal communication policies and procedures.	To display positive attitudes towards people with a disability.	PR Officer	Under constant review.
Promote & encourage	To prepare an annual report on the implementation of the Disability Action Plan for submission to the Equality Commission for NI.	Monitor and review implementation of Disability Action Plan.	Equality Officer	Annually
Promote	To ensure the ports five year strategic plan is screened with regard to promoting positive attitudes.	Ensure awareness training is budgeted and resourced.	Financial Controller and Training Officer.	Ongoing annually.
Promote	Consult with disabled people were appropriate on new policies.	Screen all new policies.	Board of Commissioners	Continuous.

## **Benefits**

By embedding the ports disability action plan into the fabric of organisation, the Commissioners can ensure that we strive to achieve best practice in all aspects of our organisation.

The Commissioners recognise the commercial nature of our business but at all times realising the need to promote positive working environment with regard to disability.

## **How the disability action plan will be published**

Following submission to the Equality Commission for Northern Ireland, this Plan will be available by contacting:

The Equality Officer  
Londonderry Port  
Port Road  
Lisahally  
BT47 6FL  
Tel: 02871 860 555  
Fax: 02871 861 168  
Email: [stephen@londonderryport.com](mailto:stephen@londonderryport.com)

The availability of the Disability Action Plan will be advertised in the press and can be accessed on the Commissioner's website at:

[www.londonderryport.com](http://www.londonderryport.com)

The Plan will be produced in clear print and plain language; will be available in alternative formats on request.

In addition, all employees will receive a summary Plan and be provided with a full Plan on request.