



# **LONDONDERRY PORT AND HARBOUR COMMISSIONERS**

## **DISABILITY ACTION PLAN**

2014 - 2018

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

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## Introduction

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (Northern Ireland) Order 2006), Londonderry Port and Harbour Commissioners 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.

Under Section 49B of the DDA 1995, Londonderry Port & Harbour Commissioners are 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.

The Londonderry Port & Harbour Commissioners, (LPHC) are committed to effectively implementing the disability duties as set out in the Disability Action Plan (DAP). We will allocate all necessary resources (in terms of people, time and money) in order to effectively implement the plan and, where appropriate, build objectives and targets relating to the disability duties into our strategic plans.

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and that this DAP is effectively implemented. We will work hard to ensure the effective communication of the plan to staff and ensure that all necessary training and guidance is provided for staff on the disability duties and 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 5 year review of this plan.

A copy of this plan, our annual progress report to the Equality Commission and our 5 Year Review of Progress against the Disabilities Duties will be made available on our website [www.londonderryport.com](http://www.londonderryport.com).

We are committed to engaging effectively with people with disabilities and their representative groups in the development, implementation and review of this plan.

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Bonnie Anley  
**Chairperson**

Brian McGrath  
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## **What We Do**

LPHC is a Public Trust Port, established by statute in 1854 and located at Lough Foyle in the North West of Ireland. LPHC is a natural deep water Port which is capable of handling specialist bulk cargoes and facilitates the import and export of bulk commodities such as coal, oil, fertilizer and animal feed for distribution throughout the whole North West region. The Port is governed by a Board of nine Harbour Commissioners who are appointed the Department for Regional Development in Northern Ireland. The day to day operations of the Port are run by the Chief Executive and the Senior Management Team.

As a Trust Port, the Commissioners have the responsibility to maintain, manage and operate the Port for the benefit of all stakeholders. As a self-financing entity, the Port is operated on a fully commercial basis and must achieve a return on its assets. All profits are reinvested in Port facilities in order to grow the Port to benefit future generations. As a public asset, LPHC is committed to delivering long-term sustainable development and facilitating economic growth in the whole North West region. In so doing, the Commissioners recognise the need to be transparent and ethical in business.

## **Our Role and Functions**

The Commissioners operate in a commercial environment and as such a number of its activities are commercially sensitive. The Commissioners have identified the following key functions in relation to the execution of their duties.

- The Safe Navigation of Vessels using Lough Foyle;
- Conservancy of the Harbour so that it is fit for use as a Port;
- As a Competent Harbour Authority, authorising and providing Pilotage in Lough Foyle;
- Statutory Duty to keep the Port open at all times;
- Marine Safety and Pollution Control;
- Provision of Port Services and Warehousing;
- Provision of Marine Services including towage;
- Owning and Operating Foyle Port Marinas;
- Levying of charges for use of Port Facilities;
- Estate management;
- Making of Bye Laws.

## **Public Life Positions**

Public life positions that the Commissioners are primarily involved in are:

- Board of Londonderry Port & Harbour
- Sub-committees of the Board, including Risk and Audit, Health and Safety, and Pension and Remuneration.

The appointments process for Board members is operated entirely by the Department for Regional Development and as such, influencing participation by disabled people in public life through this mechanism is limited.

Areas where LPHC can influence participation by disabled people in public life include partnership working with Foyle Sailability and School Employer Connections, participation by employees in community and sporting initiatives such as the North West Community Project, and through ongoing involvement with the local community.

## **Development of This Plan**

Prior to consultation, LPHC engaged with Disability Action as the major advocate for disabled people in the North West, and with the Equality Commission for Northern Ireland in the development of this plan. We aim to ensure there is ongoing engagement in the implementation and review of this plan.

## **Action Measures**

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

LPHC have already taken a number of measures to promote positive attitudes towards disabled people and encourage their participation in public life and aim to build on previous successes within this plan.

Outlined below are the action measures which we propose to take over the period of this Disability Action Plan, together with performance indicators and targets. The plan remains live until the next review of the Equality Scheme, scheduled in 2018.

## Action Measures

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

	<b>Action Measure</b>	<b>Intended Outcome</b>	<b>Performance Indicator and Target</b>	<b>Timescale and Ownership</b>
1	Design and deliver training on the disability duties, duties under disability legislation, and awareness of disability issues.	Increased awareness of the range of disabilities and needs of disabled people, and increased ability to positively facilitate individual needs.	100% of employees and Commissioners trained in disability duties, disability legislation and disability awareness.  Evaluate understanding of LPHC disability duties, and awareness of disability issues.	Financial Controller  Year 1 and Year 4
2	Incorporate disability training as part of induction for new starts, including an overview of the disability duties and disability legislation.	Establish individual's role in promoting positive attitudes towards disabled people from commencement of employment.	Evaluate understanding of LPHC disability duties, and awareness of disability issues.	Human Resources  Year 2 Implementation  Year 4 evaluation

	<b>Action Measure</b>	<b>Intended Outcome</b>	<b>Performance Indicator and Target</b>	<b>Timescale and Ownership</b>
3	Conduct a staff attitude survey.	Promote positive attitudes towards disabled people.	Expect to see an increase in positive attitudes of staff towards disabled people.	Human Resources Year 1 analysis Year 4 review
4	Communicate directly with disabled people and advocates of disabled people about business issues.	Encourage participation by disabled people in public life.	Establish meaningful links with local disability forums / groups.  Audit the extent to which suggestions and comments, shared by disabled people and their advocates are incorporated into business plans.	Human Resources  Year 1 and 2 Year 3 audit
5	Continue to support, sponsor and promote Foyle Sailability.	Water based activities and sailing are more accessible, promoting a positive image of disabled people and encouraging their participation in public life.	Work in partnership with Foyle Sailability to assist in growth of the project.  Number of available events and level of participation increases.	Environmental Health and Safety Officer  Continuous involvement with planned evaluation in year 3.

	<b>Action Measure</b>	<b>Intended Outcome</b>	<b>Performance Indicator and Target</b>	<b>Timescale and Ownership</b>
6	Promote and raise awareness of careers in the marine industry among disabled young people.	Promote positive attitudes towards disabled people and encourage their participation in public life.	Extend the school visits initiative to incorporate schools for disabled young people.	Assistant Harbour Master  Year 1 establish links  Year 2, 3 & 4 visit a school for disabled young people each financial year.
7	Offer work experience / placement opportunities to disabled people.	Promote positive attitudes towards disabled people and encourage their participation in public life.	Work in partnership with School Employer Connections to identify appropriate work experience and placement opportunities for disabled people.	Assistant Financial Controller  Year 2, 3 & 4 aim to offer a minimum of one placement each financial year.