



Sligo County Council
Disability Inclusion & Access Strategy
2019 – 2022



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Foreword

The National Disability Inclusion Strategy (2017-2021) was introduced to promote greater inclusion by people with disabilities in Irish society. One of the key objectives of the strategy is to give legal effect to the principle that mainstream public services should serve people with disabilities alongside other citizens, as set out in the Disability Act 2005.

In a local context, in the development of a new Disability Strategy, the Council through the auspices of its Disability Consultative Committee has set the review and updating of the **Sligo County Council Disability Implementation Plan 2008 – 2015** as a priority, to form the basis of positive actions in the coming years.

A new draft plan, presented by the Disability Consultative Committee, was agreed by the Council's Housing & Corporate Strategic Policy Committee and the full Council in December 2018. An extensive public consultation process ensured meaningful engagement with all stakeholders and the wider community in developing a new plan. These contributions have resulted in many welcome amendments to the plan being agreed, all of which are now incorporated in this re-titled "**Sligo County Council Disability Inclusion & Access Strategy 2019 – 2022**".

This Strategy is one of the most important documents published by the Council over its five year term. It is estimated that 15% of County Sligo's population have a disability, and they encounter various challenges in their every-day lives. It is our duty as a Local Authority, in conjunction with other

stakeholders, to help people overcome these barriers and deliver a society where people with disabilities enjoy the same services and opportunities as other citizens.

While there has been progress in recent years in addressing access issues, our committee is advocating a broader approach in this Plan to reflect the 'Social Model' of disability, which explores ways of removing barriers that restrict life choices for disabled people.

It is recognised that negative attitudes towards people with disabilities can become a barrier to full inclusion, and I see education and awareness as key elements of our work programme over the coming years.

I would like to thank my colleagues on the Sligo County Council's Disability Consultative Committee for their work in developing this Plan and bringing it to fruition, and I look forward to continuing this endeavour as we oversee the implementation of the various actions.

Councillor Declan Bree

Chair

Sligo County Council Disability Consultative Committee

2.0 Introduction

Globally, there has been a major shift in the understanding of disability and recognition of rights of persons with disabilities. International understandings have moved away from a strictly medical definition, where 'disability' is seen to be 'caused' by functional deficits (such as physical injury or intellectual disability), to one that recognises the disabling barriers built into the environment and social structures as disabled people go about their daily lives.

In response to and influenced by developments on a global level, significant changes have taken place in Ireland in how we understand and provide for the needs of disabled people across all areas of social policy. This is what is sometimes referred to as **disability mainstreaming**, whereby people with disabilities enjoy equal rights and opportunities to participate in economic, social and cultural life; have choice and control over how they live their lives; and are enabled to reach their full potential.

The Disability Inclusion & Access Strategy 2019-2022 sets out Sligo County Council's strategy on how it will provide for the needs of persons across the wide range of services that it delivers to the public on behalf of the State.

2.1 Document Design

This document designed to ensure that we are meeting the needs of the widest possible audience, whether using digital or print media.

The font, formatting and descriptive text in have been directly informed by the Customer Communications Toolkit for the Public Service - A Universal Design Approach, developed by the National Disability Authority and the Centre for Excellence in Universal Design.

3.0 How the Disability Inclusion & Access Strategy was developed

This section gives an overview of the process involved in the development and future implementation of this Plan.

In developing the new Disability Inclusion & Access Strategy, Sligo County Council Disability Consultative Committee has set the review and updating of the Sligo County Council Disability Implementation Plan 2008 -2015 as a priority, to form a basis for positive actions in the coming years.

While significant progress has been achieved in addressing access issues under the Plan 2008-2015, particularly physical access, a more comprehensive approach is required in preparing a revised plan reflecting the rapidly changing disability policy landscape and an approach reflective of the **Social Model** of disability.

3.1 Social Model of Disability

The Social Model of Disability emerged from disability activism in the US & UK. While there are many definitions and views of what the social model actually means, it is generally based on the idea that disability is caused by the way society is organised, rather than by a person's impairment or difference. The model views disability as "the disadvantage or restriction of activity caused by barriers within social structures and society which takes little or no account of people who have impairments, which in turn excludes them from participation in the mainstream of social activities". Barriers are not just physical. Attitudes

found in society, based on prejudice or stereotype (also called disablism), also disable people from having equal opportunities to be part of society.

The Social Model arose largely from opposition to a medical model of disability and its view that disability is a problem located within the individual (impairment), which rehabilitation can 'fix'. Although medicine and rehabilitation are important, a social model of disability is committed to generating a more holistic understanding of disability and advocates for inclusive practices aimed at tackling discrimination and disadvantage.

The Social Model has since developed and has become influential globally in the development of international human rights treaties and strategies on disabilities, which are concerned with highlighting social exclusion and dismantling barriers to ensure access for disabled people to all aspects of social life. Therefore, the Social Model of disability is strongly based on human rights principles.

3.2 Social Model and Human Rights

The social – or human rights – model of disability is embedded in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and is described in 'Preamble, e', which says that:

“Recognising that disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that

hinders their full and effective participation in society on an equal basis with others”.

The social model recognises that disability affects every aspect of our lives, not just our health. It must become the first key consideration when drafting plans and making decisions. People with disabilities have the right to enjoy the same services and opportunities as their non-disabled fellow-citizens, to have access to the same public services, like transport, housing, and to take advantage of the same education and employment opportunities as everyone else.

A social model perspective provides an opportunity to understand disability in terms of disabling barriers in institutions (such as policies, access, communication methods) and society generally (attitudes, assumptions, beliefs), and the different social meanings attached to disability.

4.0 Vision and Mission

Adopting a social model perspective on disability, the vision underlying this plan is that of **an inclusive society**, where people with disabilities and disabling conditions are facilitated to participate equally in all aspects of social life. The **mission** is to remove these barriers so that all in Sligo enjoy equal rights and opportunities to participate in the social, economic and cultural life of the county, with universal access to services and facilities.

5.0 Guiding Principles

In adopting a social model of disability, the Disability Inclusion & Access Strategy 2019-2022 adopts the **Guiding Principles** of the UN Convention on the Rights of People with Disabilities (**UNCRPD**).

The Guiding Principles are;

1. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
2. Non-discrimination
3. Full and effective participation and inclusion in society
4. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
5. Equality of opportunity
6. Accessibility
7. Equality between men and women
8. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities

This means that we commit ourselves to the Principles of UNCRPD in undertaking planning and decision making.

6.0 Policy Background & Context

A number of international and national policies have influenced the development of Sligo County Council's Disability Inclusion & Access Strategy.

7.0 International Policy Context

Globally, disability has come under the spotlight through a number of international conventions and policies. These include the Barcelona Declaration, UN Convention on the Rights of Persons with Disabilities (UNCRPD) and the European Disability Strategy.

7.1 Barcelona Declaration

The Barcelona Declaration emerged from a major conference entitled “The City and the Disabled” held in Barcelona in 1995. As a signatory to the Declaration, Ireland became committed to becoming a more ‘disability friendly’ place. In practice that would mean working to make our built environment, our services, and our decision-making processes more accessible to people with disabilities. The Barcelona Declaration contains 17 agreements, which can be summarised under six broad headings as follows:

1. Promote disability awareness and ensure the rights of people with disabilities to be different and their right to receive personal attention
2. Develop policies and an equality/disability proof decision-making process
3. Develop disability consultation processes
4. Provide people with disabilities access to the social and physical environments as well as services
5. Provide training programmes dealing with equality/disability issues
6. Develop monitoring, evaluation and impact assessment procedures for actions, projects and policies regarding equality/disability issues.

7.2 UN Convention on the Rights of Persons with Disabilities

The UN Convention on the Rights of Persons with Disabilities was adopted in 2005. Ireland signed the Convention in 2007, and it was ratified by Dáil Éireann in March 2018, following which it came into force from 19 April 2018.

The purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity. It applies established human rights principles from the UN Declaration on Human Rights to the situation of people with disabilities. It covers civil and political rights to equal treatment and freedom from discrimination, and social and economic rights in areas like education, health care, employment and transport. States which ratify the UN Convention commit themselves to delivering civil and political rights to people with disabilities, and to progressive realisation of social and economic rights. The principles of UNCRPD underpin this plan and are listed under **Guiding Principles**.

7.3 European Disability Strategy

The European Commission's European Disability Strategy 2010-2020, (EDS) adopted in 2010, builds on the UNCRPD. EDS is a multiannual plan for implementing UNCRPD at EU level. The EDS and CRPD are thus closely intertwined. The Strategy identifies eight main areas for action: **Accessibility, Participation, Equality, Employment, Education and Training, Social Protection, Health, and External Action**.

8.0 National Policy Context

Since the mid-1990s, Irish disability policy has increasingly adopted the language of 'inclusion' and Government plans and policies have revolved around a strategy of 'disability mainstreaming'.

Since 2004 and the publication of the National Disability Strategy and the passing of the Disability Act (2005) it has been established Government policy that mainstream public services include and serve people with disabilities.

Government's commitment to mainstreaming disability inclusion is included in *Towards 2016: A Programme for Partnership Government*: that 'every person with a disability would be supported to enable them, as far as possible, to lead full and independent lives, to participate in work and in society and to maximise their potential' (Government of Ireland, 2006).

The focus on mainstreaming in Government policy reflects the wider changes occurring globally as a consequence of the rise of the social model, which emphasises rights, mainstreaming of services across all areas of social policy.

A number of key disability reports and policies have influenced the shift towards a social model perspective within an Irish (national and local) context.

8.1 A Strategy for Equality 1996

A Strategy for Equality was a watershed report undertaken by the Commission on the Status of People with Disabilities in 1996. The Report recommended wide ranging changes to the manner in which people with disabilities were

supported across many life domains including education, health, housing, research, transport and work. It called for a Disability Act and additional policy including housing for people with disabilities with a view to ensuring 'the right of people with disabilities to live as independently as possible, if they so choose' (Government of Ireland, 1996)

8.2 The Equality Acts (Employment Equality Acts and the Equal Status Acts)

The Employment Equality Acts 1998 to 2004 outlaw discrimination in employment on grounds of disability.

The Equal Status Acts 2000 outlaw discrimination in the provision of goods and services on grounds of disability

8.3 National Disability Strategy 2004

The National Disability Strategy (NDS) was designed as a whole of government approach to promoting equality and inclusion of people with disabilities in mainstream society. The NDS marked a significant shift in Government thinking on disability in terms of how we understand, plan for, and deliver services to people with disabilities as equal citizens in Irish society.

The strategy built on previous policy and legislation including the anti-discrimination provisions of the Equality Acts (above) relating to employment and the provision of facilities, goods and services. The Strategy concentrates on enhancing two mutually supporting areas:

- disability specific services
- and **access** for disabled people to **mainstream** public services.

8.3.1 Mainstreaming

Underpinning NDS is the vision that people with disabilities, in the same way as other Irish citizens, will use, wherever possible, *mainstream* public services, including housing, information, education and employment, to meet their health and social needs. This means in effect that people with disabilities have a right to access and receive mainstream goods and services in their local communities.

In addition, NDS adopts a '**life cycle approach**' to disability. The key lifecycle phases include children, people of working age, older people and people with disabilities.

8.3.2 Life cycle Approach

This life cycle approach acknowledges that disability is present throughout all stages of the life cycle. This means that services should be planned with the understanding that **whatever the service**, there will be people with disabilities also wishing to access it and who can benefit, at all stages of the life cycle, for example, playgrounds, community activities, information.

For Statutory bodies like the local authority, this means that senior managers, who are in charge of delivering services, need to ask themselves all of the time 'how does that work for people with disabilities'?

8.3.3 The key elements of National Disability Strategy

- Disability Act 2005
- Sectoral Plans prepared by six Government departments
- Education for Persons with Special Educational Needs (EPSEN) Act 2004
- Citizens Information Act 2007, which gives power to the Citizens Information Board to provide a personal advocacy service for people with disabilities
- Multi-annual investment programme 2005-2009

For the purposes of this plan, we concentrate on the Disability Act and the Sectoral Plan.

8.4 Disability Act 2005



The Disability Act was passed in 2005. The Act set out the following definition of disability:

“Disability”, in relation to a person, means a substantial restriction in the capacity of the person to carry on a profession,

business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment.

The Disability Act is made up of seven Parts containing fifty-eight Sections.

8.4.1 Local Authority Obligations Under the Disability Act 2005

Part 3 and **Part 5** of the Act are relevant to and inform Sligo County Council's Disability Inclusion & Access Strategy.

8.4.2 Sectoral Plans

Part 3 of the Disability Act 2005 required six Government departments to prepare plans (known as sectoral plans) that set out how they will deliver specific services for people with disabilities. These Departments were

1. Department of Health and Children
2. Department of Social and Family Affairs
3. Department of Transport
4. Department of Communications, Marine and Natural Resources
5. Department of Enterprise, Trade and Employment
6. Department of the Environment, Heritage and Local Government

The Department of Environment, Heritage and Local Government **Sectoral Plan** was published in 2006. It set out a range of measures to be taken by the Department and Local Authorities regarding the improved provision of services to persons with disabilities and set out national objectives and guidelines for

access to services and built facilities

The sectoral plan (2006) required each Local Authority to undertake a number of actions including:

Draw up an **implementation plan** setting out a programme to implement the commitments and objectives contained in the Disability Act 2005 and in the sectoral plan. The Act further states that

The implementation plan will be **published** by each local authority – including making it available on its website.

In drawing up their implementation plans, local authorities will have regard to the **funding and staffing resources** available to them for implementation.

Priority to be given to local authority buildings and other facilities to which access is most frequently required as well as accessible public footpaths streets and crossings in urban areas.

The plans will set out **targets and timeframes** for carrying out these works to reflect local priorities.

8.4.3 Access and Accessibility: Buildings and Services



In addition, the Disability Act (2005) provides a statutory basis for making **public services** accessible. Various sections of the Act place specific obligations on local government to ensure universal access to public spaces, buildings and services (including information provision) owned and operated by local authorities nationally. Furthermore, the Act places an obligation on local authorities to integrate disability service provision within mainstream services, where this is practical and appropriate.

Part 3 of the Act places **obligations** on public bodies to make their public buildings, services and information **accessible** to people with disabilities.

These **obligations include**:

- Appointing an Access Officer as the direct point of contact with people with disability wishing to access services.
- Appointing an Inquiry Officer to deal with complaints that people with disabilities may have relating to lack of access services.
- Ensuring the public areas of public buildings are accessible by 2015.
- Ensuring that accessibility is considered in all procurement exercises.
- Providing accessible information. This includes written information,

videos, events, face to face meetings and websites.

- Making protected structures and historic buildings accessible to all where practicable.

Specifically, the sections relating to the above obligations are as follows:

Section 25 of the Act requires public bodies to ensure that its public buildings are, as far as practicable, accessible to persons with disabilities, and that all public buildings existing as at the commencement of the Act (31 December 2005) must “as far as practicable” be brought into compliance with Part M of the 1997 Building Regulations by the end of 2015.

Section 26 of Part 3 of the Act – public bodies are required to ensure that their services are accessible for people with disabilities by providing integrated access to mainstream services where practicable and appropriate.

Section 26(2) of the Disability Act 2005 requires that public bodies must authorise at least one of his or its officers (referred to as “**access officers**” to provide or arrange for and co-ordinate the provision of assistance and guidance to persons with disabilities in accessing its services.

Access Officers are responsible for providing and coordinating assistance and guidance to persons with disabilities accessing services provided by the offices. They can also act as a point of contact for people with disabilities wishing to access such services.

Section 27 of Part 3 of the Act - public bodies are required to ensure that the goods or services that they purchase are accessible, unless it would not be

practicable or justifiable on cost grounds or would result in an unreasonable delay

Section 28 of Part 3 of the Act – communications by a public body to a person with a hearing or visual impairment must, as far as practicable, be provided in an accessible format.

Information provided electronically must, as far as practicable, be compatible with adaptive technology. Published information, relevant to persons 2 March 2008 with intellectual disabilities must also be, as far as practicable, made available in easy to read formats.

Section 39 - provides that Public Bodies may appoint “inquiry officers” to investigate and make determinations in relation to complaints alleging the failure of the body to comply with section 25, 26, 27, 28 or 29 the Act. Procedures must be put in place for dealing with such complaints. In the case of a determination that there has been such a failure, Inquiry Officer must outline the steps required to be taken by the public body concerned to comply with the provision concerned.

8.4.4 Employment of People with Disabilities

Part 5 of the Act provides that public bodies take, in so far as practicable, all reasonable measures to promote and support the employment of persons with disabilities. It also provides for a framework for monitoring the employment target for people with disabilities, **currently set at 3%**, the National Disability Authority has an overall monitoring and reporting role under the Act. The Government have committed to progressively increase the statutory target of

3% of employees with disabilities in the public sector towards **6%** by 2024. [Comprehensive Employment Strategy for People with Disabilities 2015 – 2024].

Actions are included in this Plan to review compliance with all of these requirements. (For further information see appendix B)

8.5 A Vision for Change

A Vision for Change is the key policy for mental health service provision for Ireland. It describes a framework for building and fostering positive mental health across the entire community and for providing accessible, community-based, specialist services for people with mental illness.

8.6 Time to Move on from Congregated Settings – A strategy for Community Inclusion

Time to Move on from Congregated Settings – A strategy for Community Inclusion is Government policy, which aims to support people with disabilities to move from large institutions (congregated settings) to their own homes in the community, with the supports they need. The vision is to support people with disabilities to 'live ordinary lives in ordinary places.'

8.7 Comprehensive Employment Strategy for People with Disabilities

Comprehensive Employment Strategy for People with Disabilities 2015-2024 is

Government policy on supporting people with disabilities to progress into employment. It proposes to do this through the following:

1. Build skills, capacity and independence
2. Provide bridges and supports into work
3. Make work pay
4. Promote job retention and re-entry to work
5. Provide co-ordinated and seamless support
6. Engage employers

Within this Strategy, Government have pledged to **progressively increase the statutory target of 3%** of employees with disabilities in the public sector towards **6% by 2024**.

8.8 National Housing Strategy for People with a Disability 2016 – 2019

The **vision** of the National Housing Strategy for People with a Disability Strategy is to facilitate access, for people with disabilities, to the appropriate range of housing and related support services, delivered in an integrated and sustainable manner, which promotes equality of opportunity, individual choice and independent living, within the mainstream housing environment.



The core **aim** of this Strategy is to meet the identified housing needs of people with disabilities locally whether they are currently living in the community and or in a congregated setting.

One of the actions set out in the Housing Strategy for People with Disabilities was the establishment of a **Housing and Disability Steering Group** in each Local Authority area. The purpose of this group is to deliver the Housing Strategy at local level with the guidance and support of the Housing Agency. The Sligo County Council Housing and Disability Steering Group is discussed later under the local policy context.

Rebuilding Ireland: Action Plan for Housing and Homelessness is the Government's current housing policy, published in July 2016.

In relation to disability, Rebuilding Ireland aims to:

- Provide for the needs of older people or people with a disability living in social housing

- Provide targeted support to owner-occupier homes, via the Housing Adaptation Grant, Housing Aid for Older People and Mobility Aids Grant
- Enable older people and people with disabilities to remain living independently in their own homes for longer and also to facilitate early return from hospital stays
- Continue to support the transitioning of people with disabilities from congregated settings to community-based living, through ring-fenced housing capital provision

8.9 Assisted Decision-Making (Capacity) Act 2015

The Assisted Decision-Making (Capacity) Act 2015 provides a statutory framework for people to be assisted and supported in making decisions about their health, welfare and property in legally binding agreements.

8.10 Disability (Miscellaneous Provisions) Bill 2016

The main aim of this the Disability (Miscellaneous Provisions) Bill 2016 is to amend several pieces of legislation so that Ireland could ratify the United Nations Convention on the Rights of Persons with Disabilities.

Under **section 3** of the Bill, the National Disability Authority (NDA) will be granted a statutory role to provide information and advice to the Irish Human Rights and Equality Commission in its role as the official monitoring body for Ireland's compliance with the Convention. The NDA's work in this regard will include the development and provision of statistical information to assist the Irish Human Rights and Equality Commission in its review of the adequacy and

effectiveness of law and practice in the State relating to the protection of persons with disabilities.

8.11 National Disability Inclusion Strategy 2017 – 2021

The original National Disability Strategy (NDS, 2004) has been updated over the last decade to continue to drive the vision for mainstreaming across public policy and service provision.

In July 2017, the Minister of State with responsibility for Disability Issues launched a new *National Disability Inclusion Strategy 2017 to 2021*.

The National Disability Inclusion Strategy (2017-2021) is a coordinated and planned approach, across Government Departments, to promote greater inclusion by people with disabilities in Irish society.

A whole of Government approach is being taken to implementing this Strategy which includes all State Agencies and Local Authorities as well as Government Departments.

The Department of Justice and Equality has overall responsibility for ensuring that the National Disability Inclusion Strategy 2017 – 2021 is actively and fully implemented.

Implementation of the Actions will be monitored in the first instance by the Departments Consultative Committee. This committee in turn, reports to the National Disability Inclusion Strategy Steering Group (NDISSG).

A National Disability Strategy Implementation Group has been established to

oversee the implementation of the Strategy. This group comprises senior officials of key Government departments; the National Disability Authority and the Disability Stakeholder Group, which comprises six disability umbrella groups and individuals with lived experience of disability.

8.11.1 Themed Actions under National Disability Inclusion Strategy

Actions in the National Disability Strategy are divided into the following theme areas

- Equality and Choice
- Joined up policies and public services
- Education
- Employment
- Health and Wellbeing
- Person centred disability services
- Living in the Community; and
- Transport and access to places

8.11.2 Actions which relate to Local Authorities

Of the above theme areas, **Actions which relate to Local Authorities** in the National Disability Inclusion Strategy are:

Equality and Choice

- Persons with disabilities are recognised and treated equally before the law. They have the same rights and responsibilities as other citizens

- Public sector information is available in accessible formats that are easy to understand
- Public services are universally designed and accessible to all citizens

Joined up policies and public services

- Public services actively engage with people with disabilities and their representatives in the planning, design, delivery and evaluation of public services

Employment

- People with disabilities have the opportunity to work and have a career

Person – Centred Disability Services

- Participate in the everyday life and activities of their communities

Living in the Community

- People with disabilities are supported to live an independent life in a home of their choosing in their community
- New homes are designed to universal design standards and can be readily adapted to people's changing needs

Transport and Accessible Places

- People with disabilities can get to and from their chosen destination independently (without driving a car) in transport that is accessible to them
- Public transport in both urban and rural areas is accessible

- Planning and design of public buildings and public spaces is informed by engagement with people with disabilities and other users across the spectrum of age, size, ability and disability

The Review of the Sligo County Council Implementation Plan 2008-2015 and the development of the new Plan will **focus on actions in the above theme areas**, as well as carrying forward any remaining actions from the old Plan.

It also included other Local Actions recommended by the Disability Consultative Committee.

8.12 Public Sector Duty

Under the Irish Human Rights and Equality Commission Act 2014, public bodies are required to have regard to the need to **eliminate discrimination, promote equality** of opportunity to both staff and service users, and to **protect the human rights** of its members, staff and service users.

Section 42 of the Act requires public bodies to set out in its strategic plan an **assessment** of the human rights and equality issues relevant to its function including plans and actions to be put in place to address any issues identified. In addition, a public body must report on developments and achievements in its annual report.

8.12.1 Public Sector Duty and UNCRPD Training

The Irish Human Rights and Equality Commission (IHREC) have published an information leaflet outlining some steps that a public body can take to bring a

human rights focus to their work. Section 42 sets out three core steps to be taken by public bodies.

8.12.2 Assess – Strategic Planning

In preparing strategic plans, public sector bodies must assess and identify the human rights and equality issues that are relevant to their functions. These issues must relate to all of its functions as policy maker, employer and service provider.

8.12.3 Address – Policies and Practices

Public bodies must then identify the policies and practices that they have in place or that they plan to put in place to address these issues.

8.12.4 Report

Finally, in their annual reports, or equivalent documents, public bodies must report in a manner accessible to the public on their developments and achievement in that regard.

9.0 Local (Sligo) Policy Context

Aligned to the International and National context outlined above, Sligo County Council works with key organisations and people with disabilities in developing and implementing disability inclusion strategies as follows:

9.1 Disability Implementation Plan 2008 -2015

In line with our commitments under the Department of Environment Heritage and Local Government Sectoral Plan, Sligo County Council developed a Disability Implementation Plan 2008 -2015.

Sligo County Council undertook extensive audits in 2007 and identified an extensive programme of works County wide to address accessibility issues county wide. The Council adopted the **Disability Implementation Plan 2008 – 2015**, which set out an initial programme of works to the value of €1.2m to be carried out in 2008/2009/2010. A programme of state funding was made available to Local Authorities under the National Disability Strategy to fund such works.

Between 2007 and 2010 € 1.107m was drawn down by the Council and a considerable amount of these works were carried out on. Arising from the Implementation Plan considerable progress was achieved in addressing access issues in public buildings, roads and footpaths, Heritage sites, beaches, piers, recycling centres, playgrounds, burial grounds, and open spaces.

However, with the downturn in the economy, this funding stream came to an end in 2010, and limited local funding has since been available to undertake

works primarily in the area of roads, footpaths, disabled parking bays, street furniture, etc.

9.2 Disability Consultative Committee

Sligo County Council established a Disability Consultative Committee in 2006, the role of which was to provide a forum for consultation with the disability sector and to ensure linkage between the policies of the Council and disability issues. The Committee comprised of elected members, Local Authority Staff, people with disabilities, representatives from Disability advocacy groups, and relevant Agencies. The Committee remained active until 2014.

The Council re-established the Committee as a sub-committee of its Housing and Corporate Strategic Policy Committee in 2017, with membership composed of

- Elected Representatives
- Representative of Intellectual Disability groups
- Representative of Mobility Disability Sector
- Representative of Sensory Disability sector
- Representative of Mental Health Groups
- Representative of Disability Federation of Ireland
- Nomination from HSE North West (Disability Services)
- Nomination by Sligo County Council Management Team
- Disability Access Officer Sligo County Council
- Building Control Officer Sligo County Council
- Equality Officer Sligo County Council

- Nominee from the Public Participation Network (PPN)

The Terms of Reference for the Committee:

- Advise the Local Authority on policies to improve services
- Make recommendations on disability proofing of policies, projects and actions
- Proof plans/policies prepared under the Disability Act 2005
- Promote inclusion and equality
- Promote co-ordination between service providers
- Make submissions on disability issues to other departments and agencies as appropriate
- Raising Awareness on Disability issues
- Meeting of the Committee to take place quarterly
- Submit an Annual Report on activities to the SPC

The Committee meets on a quarterly basis. Disability Awareness Training has been provided for Committee members. The primary initial focus of the Committee is to undertake a review of the Disability Implementation Plan 2008 – 2015, and to put forward proposals for the consideration of the Housing & Corporate Strategic Policy Committee and the Council, which will be followed by a public consultation process.

A list of the full membership of the Committee is attached at **appendix A**.

9.3 Access Committee

The Disability Consultative Committee have also established an **Access Sub-**

Committee as a forum to identify and highlight physical access issues on public places / roads / footpaths with recommendations and actions to address said issues.

9.4 Implementing the National Housing Strategy for People with Disabilities

One of the actions set out in the Implementation Strategy was the establishment of a Housing and Disability Steering Group in each Local Authority area. The purpose of these groups is to deliver the National Housing Strategy for People with Disabilities (NHSPWD) at local level with the guidance and support of the national structures through the Housing Agency.

9.5 Sligo County Council Housing and Disability Steering Group

One of the actions set out in the Housing Strategy for People with Disabilities was the establishment of a Housing and Disability Steering Group in each Local Authority area. The purpose of this group is to deliver the Housing Strategy at local level with the guidance and support of the Housing Agency.

The Housing and Disability Steering Group for Sligo has been established and continues to meet. The steering group is comprised of officials of the Council and the HSE, with representation from the approved housing bodies and the disability sectors. Its purpose is to support and enhance any current local interagency structures that exist. These groups will facilitate better coordination and delivery of housing and related support services for people with disabilities.

9.6 Sligo County Council Strategic Plan for Housing People with Disability 2016-2019

The Council, in conjunction with the HSE, Disability Federation of Ireland (DFI) and other approved housing providers have completed a Strategic Plan for Housing People with a Disability 2016 – 2019. The plan was adopted by the Steering Group on the 25th May 2016. The preparation of the strategy plan involved the identification of current and future needs (over the next five years) for people with disabilities using the information available to the Council from waiting lists and consultation with relevant statutory authorities, service users groups and disability organisations. The overall need was identified at 528. A significant challenge identified is dealing with the accommodation needs of people residing in the two learning disability congregated settings located at Cregg House, Rosses Point and Cloonamahon, Sligo.

In developing the Housing Plan, the potential supply options were identified. The Steering Group has set a target that a minimum **of 15% of all units** in developments of ten units or more constructed by the Local Authority would be designed specifically for people with a disability. In developments of less than **ten units** it is envisaged that consideration will be given to providing **one unit** in each. This is to apply similarly to units provided by Approved Housing Bodies.

The Plan is time-lined to run from 2016 – 2019. It was however recognised by the Steering group that the plan needs to be realistic in its targets and it noted that the ability of Housing providers in County Sligo to deal with the disability

needs identified is a real challenge given that a substantial element of the need has built up in the county over decades. It is acknowledged that it will take the resources and time lines of many more plans to adequately address the need.

9.7 Housing Adaptation Grants for Older People and People with a Disability Schemes

A Housing Adaptation Grant for People with a Disability is available through the Council to assist in the carrying out of works which are reasonably necessary for the purposes of rendering a house more suitable for the accommodation of a person with a disability who has an enduring physical, sensory, mental health or intellectual impairment.

The types of works allowable under the scheme include the provision of access ramps, downstairs toilet facilities, stair-lifts, accessible showers, adaptations to facilitate wheelchair access, extensions, and any other works which are reasonably necessary for the purposes of rendering a house more suitable for the accommodation of a person with a disability. Also grants are available under the Mobility Aids Housing Grant Scheme to cover a basic suite of works to address mobility problems, e.g. access ramps, level access shower, stair-lifts, etc.

Due to the limited funding allocated for these schemes (€1.35 million in 2017) and the high demand that exists, the grant scheme is over subscribed. The Councils objective is to try to manage the schemes in a way that is fair to applicants in most need.

10.0 Data and Statistics

While the approach taken in developing this plan is that of a Social Model of Disability, avoiding the medical perspective of categories and labels, it is useful to assess the prevalence of disability in the County to inform planning process. The Census conducted by the Central Statistics Office in 2016 shows that 643,131 people, or 13.50% of the population, indicated that they had a disability. Those resident in County Sligo amounted to 9,577, which equates to 14.61% of the population, which is some 8% higher than the National average. With the recent ratification and coming into force of the UN Convention on the Rights of Persons with Disabilities, and also the recent publication National Disability Inclusion Strategy 2017 – 2021, it is timely to review Sligo County Council's Disability Implementation Plan 2008-2015 and to put in place a new strategy for the period 2019-2022.

The most recent data comes from the Census conducted by the Central Statistics Office in April 2016. It showed a total population of 4,781,865. Nationally, there were a total of 643,131 people who stated they had disabilities. This accounts for 13.5 per cent of the population. This represented an increase of 47,796 persons (8%) on the 2011 figure of 595,335. In 2016, 311,580 (48.4%) persons with a disability were male while 331,551 (51.6%) were female (Source: *Census of Population 2016 – Profile 9 Health, Disability and Carers*).

9,577 persons in Sligo declared they had a disability out of a population of 65,535. This represent 14.61% of the population, which compares to a

National average of 13.51 % - see **Table 1**.

The Census also shows that the total number of individual disabilities of the 9,577 persons declaring disabilities was 28,726 – **see Table 2**

See also **Table 3** – Age Profile of Persons with Disabilities in Sligo, and Table 4 – Percentage of Population with Disabilities by area

Table 4 - shows the Percentage of Population with Disabilities by area

Table 1. Number of Persons with Disabilities in Sligo (per 2016 Census)

Persons	Male	Female	Total
Total persons	32,365	33,170	65,535
Total persons with a disability	4,601	4,976	9,577
% Sligo	14.22%	15.00%	14.61%
National Average	13.23%	13.77%	13.51%

Table 2. Categories of Disabilities – Sligo (per 2016 census)

Category of Disability	Number of People
Blindness or a serious vision impairment	846
An intellectual disability	1,121
Deafness or a serious hearing impairment	1,604
Psychological or emotional condition	1,782
Difficulty in dressing, bathing or getting around inside the home	2,310
Difficulty in learning, remembering or concentrating	2,490
Difficulty in going outside home alone	3,061
Difficulty in working or attending school/college	3,375
Difficulty in participating in other activities	3,618
A condition that substantially limits one or more basic physical activities	4,194
Other disability, including chronic illness	4,325
Total Disabilities	28,726

Table 3. Age Profile of Persons with Disabilities in Sligo

Age Bracket	Total Persons In Sligo	Number persons with Disabilities In Sligo	Percentage of persons with Disabilities
0 - 4 years	4,310	112	2.6%
5 - 9 years	4,722	293	6.2%
10 - 14 years	4,270	358	8.4%
15 - 19 years	4,420	412	9.3%
20 - 24 years	3,597	365	10.1%
25 - 29 years	3,205	311	9.7%
30 - 34 years	4,264	370	8.7%
35 - 39 years	4,782	445	9.3%
40 - 44 years	4,513	544	12.1%
45 - 49 years	4,344	541	12.5%
50 - 54 years	4,399	651	14.8%
55 - 59 years	4,268	773	18.1%
60 - 64 years	3,826	824	21.5%

Age Bracket	Total Persons In Sligo	Number persons with Disabilities In Sligo	Percentage of persons with Disabilities
65 - 69 years	3,556	778	21.9%
70 - 74 years	2,639	677	25.7%
75 - 79 years	1,872	648	34.6%
80 - 84 years	1,342	647	48.2%
85 years +	1,215	828	68.1%
TOTAL	65,544	9,577	

Table 4. Percentage of Population with Disabilities by Area

Area	Percentage of Population with Disabilities (%)
Cork City	18.08%
Wexford	15.13%
Limerick City and County	15.00%
Tipperary	14.79%
Dublin City	14.70%
Sligo	14.61%
Carlow	14.47%
Longford	14.47%
Roscommon	14.43%
Donegal	14.42%
Waterford City and County	14.35%
Offaly	14.31%

Area	Percentage of Population with Disabilities (%)
Louth	13.87%
Mayo	13.77%
Kerry	13.52%
State	13.51%
Wicklow	13.51%
Laois	13.45%
Kilkenny	13.44%
Westmeath	13.39%
South Dublin	13.07%
Clare	12.94%
Galway City	12.88%
Cork County	12.62%
Galway County	12.56%
Dún Laoghaire-Rathdown	12.51%

Area	Percentage of Population with Disabilities (%)
Kildare	12.48%
Cavan	12.48%
Monaghan	11.75%
Meath	11.59%
Fingal	10.80%

11.0 Action Planning

Actions proposed in this Plan are set out in the Tables on pages 49 to 67.

11.1 Structure of the Action Plan

Actions 1-22: As previously indicated, the National Disability Inclusion Strategy 2017 to 2021 identifies actions for implementation by various Public bodies under 8 themes. These themes are reflected in **Actions No's 1 to 25** of the Action Plan insofar as they relate to Local Authorities.

A number of additional actions recommended by the Disability Consultation Committee are set out in **Actions No's 26 to 32**.

11.2 Monitoring and Evaluation

It is proposed that an **Annual Work Programme** will be recommended by the Disability Consultative Committee identifying the specific Actions from this plan to be implemented each year. The Committee will monitor progress and evaluate outcomes on an ongoing basis at its Quarterly Meetings. An annual Progress Report on the overall implementation of the Strategy will be submitted by the Committee to the members of the Strategic Policy Committee / Sligo County Council, and a full evaluation of the plan will be carried out by the Committee at the end of the term of the Plan.

11.3 Key to Acronyms used in the Action Plan

NDIS Ref – National Disability Inclusion Strategy reference.

LGMA – Local Government Management Agency

SCC – Sligo County Council

DCC – Disability Consultative Committee

PPN – Public Participation Network

HSE – Health Service Executive

12.0 The Action Plan 2019-2022

12.1 Theme – Equality and Choice

- Public sector information is available in accessible formats that are easy to understand.
- Public services are universally designed and accessible to all citizens.

Action Number	NDIS Ref	Action	Lead /Partners
1	16	Promote accessibility and universal design principles in the implementation of the Public Service ICT Strategy Consult with LGMA re: Draft Local Government ICT Strategy (which is aligned with the Public Service ICT Strategy)	SCC / LGMA

Action Number	NDIS Ref	Action	Lead /Partners
2	17	<p>Encourage compliance with the obligations set out under section 28 of the Disability Act 2005 regarding access to information and communication including electronic communication.</p> <p>Develop policy and guidelines having regard to the NDA Code of Practice on Accessibility of Public Services and Information provided by Public Authorities and NDA Accessibility Toolkit</p>	SCC / DCC
3	20	<p>Provide disability awareness training for all staff</p> <p>Prepare roll out schedule for delivery of training</p>	SCC
4	21	<p>Implement the Action Plan on Autism</p> <p>Develop Implementation Plan</p>	SCC/DCC

Action Number	NDIS Ref	Action	Lead /Partners
5	23	<p>Promote the design of public sector websites in accordance with universal design principles</p> <p>Identify measures to attain AA level of the WCAG 2.0 Guidelines for online accessibility by 2020 [Guidelines issued by World Wide Web Consortium (W3C)]</p>	SCC
6	24	<p>Set out commitments in our strategy statements and business plans to ensure compliance with the obligations on public bodies to make their buildings and services accessible in line with Part 3 of the Disability Act 2006</p> <p>Include explicit commitment to providing accessible buildings, services and information in the Councils Corporate Plan and Customer Action plan and Equality Policy</p>	SCC

Action Number	NDIS Ref	Action	Lead /Partners
7	25	<p>Public sector buildings - compliance with the revised (2010) Part M accessibility standards by 2022.</p> <p>Conduct access audit of all Council buildings to which the public have access and develop and implement work programme to address deficits identified</p>	SCC
8	27	<p>We will ensure that public procurement of buildings, facilities, goods and services complies with the accessibility requirements of planning regulations including the relevant legislation in relation to the Planning Code and relevant EU Law and the EU Web Directive 2016.</p> <p>The Council's Public Procurement Policies and Procedures will be reviewed and amended as necessary to reflect this.</p>	SCC

12.2 Theme – Joined up Policies and Public Services

Public services actively engage with people with disabilities and their representatives in the planning, design, delivery and evaluation of public services.

Action Number	NDIS Ref	Action	Lead /Partners
9	32	Departments and agencies will actively engage people with disabilities through consultative committees and / or other appropriate fora (national Steering Group to elaborate on timeframes for this action)	SCC / PPN
10	33	<p>We will embed a culture and process of early engagement with people with disabilities in mainstream service design and evaluation.</p> <p>Develop Guidelines / Toolkit for early and Effective Consultation with People with Disabilities</p>	SCC/DCC/ PPN

12.3 Theme – Employment

People with disabilities have the opportunity to work and have a career.

Action Number	NDIS Ref	Action	Lead /Partners
11	47	<p>We will fully implement the Comprehensive Employment Strategy for persons with disabilities.</p> <p>Develop Implementation Plan – see also Action 12</p>	SCC/ DCC
12	49	<p>Increase employment target of persons with disabilities from 3% to 6% by 2024 and embed this target into all our workforce planning and recruitment.</p> <ul style="list-style-type: none"> - Develop written Action Plan focusing on creating and maintaining an inclusive work environment that supports the employment of people with disabilities - Plan to include actions re: incrementally increasing recruitment of people with disabilities so that by 2024 a minimum of 6% of employees will be people with disabilities 	SCC/DCC

12.4 Theme – Person Centred Disability Services

Participate in the everyday life and activities of their communities.

Action Number	NDIS Ref	Action	Lead /Partners
13	74	<p>We will develop actions at community level to build and sustain for disability - competent and welcoming communities.</p> <p>Identify appropriate initiatives to support implementation of this action</p>	<p>SCC/ DCC/PPN</p>
14	75	<p>We will ensure that new buildings and facilities for arts, sport or leisure are based on universal design principles.</p> <p>This will be achieved through application and enforcement of the Building Regulation</p>	<p>SCC</p>

12.5 Theme – Living in the Community

People with disabilities are supported to live an independent life in a home of their choosing in their Community

Action Number	NDIS Ref	Action	Lead /Partners
15	93	<p>We will continue to implement Time to Move On to give people with disabilities who currently reside in institutions the choice and control over where and with whom they live, within the community.</p> <p>We will ensure the timely involvement of the individual and the family in managing the transition.</p> <p>This will be delivered through the Council's existing Strategic Plan for Housing People with a Disability 2016 – 2019</p>	SCC / HSE / Approved Housing Bodies

Action Number	NDIS Ref	Action	Lead /Partners
16	94	<p>The Programme for Partnership Government aims to reduce the number of people living in congregated settings by at least one-third by 2021 and to ultimately close all congregated</p> <p>The Council's Housing and Disability Steering Group will engage with the HSE and the Housing Agency to assess the housing needs of people living in congregated settings and identify solutions to meet their needs.</p>	<p>SCC / HSE / Housing Agency / Approved Housing Bodies</p>

Action Number	NDIS Ref	Action	Lead /Partners
17	96	<p>The National Housing Strategy for People with a Disability 2011- 2016 has been affirmed and extended to 2020, to continue to deliver on its aims as part of the Rebuilding Ireland Action Plan for Housing and Homelessness</p> <p>The Sligo Housing & Disability Steering Group has developed a Strategic Plan 2016 -2019 and will continue to meet regularly to monitor and progress actions.</p>	SCC / HSE / Housing / Approved Housing Bodies

12.6 Theme – Transport and Accessible Places

- Persons with disabilities can get to and from their chosen destination independently (without driving a car) in transport that is accessible to them.
- Public Transport in both urban and rural areas is accessible.
- Planning and design of public buildings and public spaces is informed by engagement with people with disabilities and other users across the spectrum of age, size, ability and disability

Action Number	NDIS Ref	Action	Lead /Partners
18	100	We will improve the accessibility and availability of public transport, especially inter-city buses and rural transport and accessibility of train and bus stations. We will focus on linking up the different forms of transport and make connections accessible as well as transport information, including audible announcements.	SCC / Department of Transport, Tourism and Sport / National Transport Authority

Action Number	NDIS Ref	Action	Lead /Partners
18 continued	100	<p>We will prioritise the maintenance, management and monitoring of systems and services which make transport accessible</p> <p>Ensure needs of persons with disabilities are central to public transportation policy and development.</p>	<p>SCC / Department of Transport, Tourism and Sport / National Transport Authority</p>
19	107	<p>We will develop access to outdoor recreation facilities especially footpaths and trails.</p> <p>Include in design and delivery of all new outdoor recreation facilities.</p> <p>Carry out audit of existing facilities to establish feasibility of retrospective development of access for people with disabilities where this not currently in place.</p>	<p>SCC / Sports Ireland</p> <p>SCC</p>

Action Number	NDIS Ref	Action	Lead /Partners
20	108	<p>We will implement the programme of dishing of footpaths in urban areas, in line with guidance from the National Disability Authority's publication: Building for Everyone.</p> <p>Include in Access Audit and develop / implement work programme to address deficits</p>	SCC
21	109	<p>We will ensure further roll-out of accessible inter-city coaches and accessible regional / rural coach and bus stops.</p> <p>The Council will engage with and assist Bus Éireann / National Transport Authority where required to facilitate access for people with disabilities.</p>	<p>SCC / Bus Éireann - Local Authorities - National Transport Authority/ Irish Rail</p>

Action Number	NDIS Ref	Action	Lead /Partners
22	114	<p>We will ensure, as far as practicable, the promotion of accessible user engagement in design and planning, including public procedures under Planning Acts.</p> <p>Facilitate easy access to documentation on proposed plans or projects subject to public consultation e.g. electronic access – also facilitate making submissions electronically.</p>	SCC

12.7 Additional Actions proposed by the Disability Consultative Committee

Action Number	Action	Lead /Partners
23	<p>Access Team</p> <p>Re-establish internal Access Team in Sligo County Council to oversee implementation of actions – review role and membership of the team</p>	SCC/ DCC
24	<p>Access to buildings, facilities services and information</p> <p>a. develop programme of accessibility audits of roads and streets, pavements and pedestrian crossings, public buildings, public parks, amenities and open spaces, public libraries, harbours and beach accessibility (including provision of beach wheelchairs) within its control and identify the remedial action necessary to make them accessible (subject to funding)</p>	SCC

Action Number	Action	Lead /Partners
24 continued	<p>Access to buildings, facilities services and information</p> <p>b. Develop proposals to improve accessibility to services and information, having regard to the National Disability Authority Code of Practice on Accessibility of Public Services and Information provided by Public Bodies and utilising NDA Accessibility Toolkit</p>	SCC / DCC
25	<p>Review the Customer Action Plan / Customer Charter / Equality Policy / Equal Status Policy for Customers to strengthen commitments to providing accessible services, buildings, and information.</p> <p>[Consider NDA publication "Customer Communications Toolkit for the Public Service — A Universal Design Approach]</p>	SCC / DCC

Action Number	Action	Lead /Partners
26	Review procedures for making, investigating and making determinations on complaints alleging failure of the Council to comply with sections 25/26/27/28 of the Act, and review the role of the "Inquiry Officer"	SCC/DCC
27	<p>Consultation</p> <p>Develop consultation toolkit for staff to ensure meaningful consultation and engagement with disabled persons and communities about better accessibility. Have regard to PPN engagement guide on the development of toolkit for staff.</p>	SCC / DCC / PPN
28	<p>Disabled Parking bays</p> <p>Develop initiative/s to raise awareness among the public of the problems people with a disability permit face when disabled parking bays are illegally used, and also to encourage owners of private car parks to implement measures to prevent misuse of such parking bays</p>	DCC / Access Committee

Action Number	Action	Lead /Partners
29	<p>Awareness Initiatives</p> <p>Develop initiatives aimed at heightening public awareness of the issues and challenges faced by disabled people in Sligo</p>	<p>SCC / DCC / PPN</p>
30	<p>Changing Places</p> <p>Explore the possibility and potential for installing Changing Places facilities in Sligo during the course of this Plan.</p>	<p>SCC / DCC / Access Committee/ PPN</p>
31	<p>Public Sector Duty</p> <p>a. Sligo County Council will comply with the Public Sector Duty requirements under Irish Human rights and Equality Commissions Act 2014 and will arrange for relevant training for staff and members of the Council and DCC as required with regard to achieving our obligations under Public Sector Duty and UNCRPD.</p>	<p>SCC/DCC</p>

Action Number	Action	Lead /Partners
31 continued	Public Sector Duty b. Regular updates will be provided on the implementation of the Public Sector Duty requirements to the Disability Consultative Committee.	SCC/DCC

Appendix A

Members of the Sligo County Council Disability Consultative Committee

Representative	Name and Organisation
Elected Representative	Cllr Declan Bree (Chair)
Elected Representative	Cllr Sinéad Maguire
Elected Representative	Cllr Keith Henry
Disability Federation of Ireland (DFI)	Dr. Jennifer Van Aswegen, Development Manager, Disability Federation of Ireland.
Intellectual Disability groups-	Florence Mc Loughlin, North West Parents & Friends Association
Mobility Disability Sector	Ms. Jeanette Beirne, Irish Wheelchair Association
Sensory Disability sector	Orla Brennan, Deafhear, Sligo
HSE North West (Disability Services)	Michelle McCabe & Jo Anna Mc Morrow, HSE
Disability Access Officer Co. Co.	Mr. Thomas Gallagher, Sligo County Council
Building Control Officer Co. Co.	Mr. Mark Cummins, Sligo County Council
Equality Officer Co. Co.	Ms. Mairéad Mc Loughlin, Sligo County Council

Representative	Name and Organisation
PPN Nominee	Arthur Gibbons, 24 Cartron Bay, Sligo.
Representative	Mary Tuffy, Community Worker & member of Community Council in Enniscrone
Representative	David Cryan, Clonloo, Gurteen, Sligo.
Representative	Matthew Duke, Graduate of St. Angela's College (BA in Health & Disability Studies)
Mental Health Ireland	Rachel Reilly, Development Officer Sligo/Leitrim
Sligo County Council Mgt. Rep.	Margaret McConnell, Sligo County Council

Appendix B

Map of relevant actions in this strategy against requirements under the Disability Act 2005

Requirements per Disability Act 2005	Relevant Actions in this Strategy
<p>Section 25</p> <p>“ensure that its public buildings are, as far as practicable, accessible to persons with disabilities, and that all public buildings existing as at the commencement of the Act (31 December 2005) must ‘as far as practicable’ be brought into compliance with Part M of the 1997 Building Regulations by the end of 2015”.</p>	<p>Actions Numbers 7, 14 and 24</p>
<p>Section 26</p> <ul style="list-style-type: none">• “ensure that their services are accessible for people with disabilities by providing integrated access to mainstream services where practicable and appropriate•	<p>Actions Numbers 1, 5, 6 and 19.</p>

Requirements per Disability Act 2005	Relevant Actions in this Strategy
<p>Section 26 continued</p> <ul style="list-style-type: none"> authorise at least one officer (referred to as “access officers”) to provide or arrange for and co-ordinate the provision of assistance and guidance to persons with disabilities in accessing its services”. 	<p>Actions Numbers 1, 5, 6 and 19.</p>
<p>Section 27</p> <p>“ensure that the goods or services that we purchase are accessible, unless it would not be practicable or justifiable on cost grounds or would result in an unreasonable delay”.</p>	<p>Actions Numbers 6 & 8.</p>
<p>Section 28</p> <p>“communications to a person with a hearing or visual impairment must, as far as practicable, be provided in an accessible format. Information provided electronically must, as far as practicable, be compatible with adaptive technology. Published information, relevant to persons with intellectual disabilities must also be, as far as practicable, made available in easy to read formats”.</p>	<p>Actions Numbers 22,24,25</p>

Requirements per Disability Act 2005	Relevant Actions in this Strategy
<p>Section 39</p> <p>“appoint “inquiry officers” to investigate and make determinations in relation to complaints alleging the failure of the body to comply with section 25, 26, 27, 28 or 29 the Act. Procedures must be put in place for dealing with such complaints”.</p>	<p>Action Number 26</p>
<p>Part 5 of the Act :</p> <p>“take, insofar as possible, all reasonable measures to promote and support the employment of people with disabilities / comply with any statutory Code of Practice / meet a target of 3% of employees with disabilities (to increase to 6% by 2024) / report every year on achievement of these obligations”.</p>	<p>Actions Numbers 11 & 12</p>