



**Commission for
Victims and Survivors**

**Response to Consultation
COPNI Disability Action Plan**

Business Area	Measure	Timescale	Performance indicators/Target	Lead	Response from CVSNI
Training	Ensure training on the 'Disability Code of Practice' is provided for the staff involved in recruitment and selection panels.	Within first 12 months	Increased knowledge of disability legislation and its impact on recruitment and selection as measured by a training evaluation survey	Human Resources	
	Ensure all new staff under take equality and diversity training within 6 months of taking up post. Training will cover Disability and Equality legislation as well as the Disability Discrimination Act 1995. Training will be provided by a suitably qualified trainer. Where possible, efforts will be made to source a trainer with a disability. Age Awareness training will highlight various mental and physical	Within first 6 months of employment per new entrant. Training will commence along with the first tranche of recruitment and will remain ongoing for each new entrant to COPNI.	Increased knowledge of disability legislation as measured by a training evaluation survey issued after training completion.	Human Resources	Training could be expanded to include learning on people living with disabilities as a result of physical or psychological injury sustained in a conflict related incident, allowing staff to have experience and understanding of the important issues that affect such victims and survivors.

	disability issues affecting older people.				
Participation in Public Life	Ensure COPNI's website meets the W3C's requirements of WCAG 2.0 (Web Content Accessibility Guidelines) as well as Section III of the DDA.	March 2014	Obtain conformance standard "AA" within the next year. Positive feedback from website users. Low/zero complaints on accessibility	Communications and engagement	
	Identify & Promote an advocate or specialist within the workforce with a role to support and advise staff on disability issues.	March 2014	Disability Liaison Officer nominated by Corporate Services Manager to act as a point of contact for COPNI staff.	Policy	
	Annual monitoring of participation and accessibility of all COPNI activities	Annually: July along with Equality monitoring information	Evidence of participation and accessibility via positive feedback from stakeholders at events Evidence of participation and accessibility via low / zero complaints from stakeholders at events	Research	
	People living with a disability and their representatives will be invited to consult draft disability action plan and draft corporate plan.	12 weeks after draft is completed	Positive feedback from people living with a disability and their representatives. Evidence that COPNI has taken onboard feedback from people living with a disability and their representatives in	Communications and engagement	CVSNI would welcome the inclusion of those people living with a disability who consider themselves to be a victim of the Northern Ireland conflict in this consultation to ensure their views are represented.

			further developing their disability action plan.		
	Involve people living with a disability and their representatives in the delivery and review of this plan. Review will be undertaken in line with the development of the next corporate plan.	Within 5 Years	Positive feedback from people living with a disability and their representatives. Evidence that COPNI has taken onboard feedback from people living with a disability and their representatives	Communications and engagement	CVSNI would welcome the inclusion of those people living with a disability who consider themselves to be a victim of the Northern Ireland conflict in the delivery and review of the plan to ensure their views are represented.
	Continue to liaise with organisations such as Disability Action, the Alzheimer's Society and 'Niamh' etc with regard to communication of and awareness of COPNI's duties	Ongoing		Communications and engagement	CVSNI would welcome any liaison/communication to build upon awareness of COPNI's duties within the victims and survivors sector.
	Working in partnership with other public authorities in order to maximize existing methods of raising awareness amongst people living with a disability and to explore new initiatives, such as, providing web links to disability sector sites within COPNI's website	Ongoing		Communications and engagement	CVSNI would welcome any liaison/communication to build upon awareness of COPNI's duties within the victims and survivors sector.

	Marketing material to include positive images of older people living with a disability.	Ongoing		Communications and engagement	
	Source appropriate artwork produced by local artists with disabilities.	Within Year 1		Communications and engagement	
	Advertising in magazines or publications, including e-publications, which are targeted at older people living with a disability. For example, a COPNI advertisement to be included within an E-newsletter from an age sector organisation	Within Year 1		Communications and engagement	
	Continue to work with and represent people living with a disability, making an effort to reach those who find it harder to attend COPNI events. <ul style="list-style-type: none"> ➤ Gain advice from other action groups on how they reach out to people living with a disability who cannot attend events. ➤ Conduct outreach and research to actively seek the views of older people whose voices are hard to hear, for example 	Q2 2013/14 April 2013-March 2016 Q4 2013/14	Evidence from monitoring of outreach and research activities that COPNI is accessing the views of older people whose voices are hard to be heard.	Communications and engagement	

	<p>those in residential and nursing homes, those with disabilities including dementia.</p> <p>➤ Commission similar work and monitor its progress.</p>				
	<p>Research to highlight the positive contribution of older people in Northern Ireland, including older people living with a disability.</p> <p>Event to raise public, professional and media awareness about the positive contribution of older people, including older people living with a disability to challenge negative stereotypes about older people and ageing</p>	Q4 2013/14	<p>Research report highlighting the positive contribution of older people is well received by public, professionals and media</p> <p>Awareness of positive contribution of older people is raised as measured by feedback from event evaluation and quality and quantity of media coverage.</p>		<p>CVSNI would welcome the inclusion of those people living with a disability who consider themselves to be a victim of the Northern Ireland conflict in the delivery and review of the plan to ensure their views are represented.</p>
Positive attitudes	<p>Roundtable to gather information on attitudes relating to the benefits and challenges of employing older people, including older people living with a disability.</p> <p>Publication of an employers' guide to employing older people with the view of</p>	Q3 2013/14	<p>Improved awareness in employers group of the positive contribution older people can make to their businesses as measured by feedback from employers.</p> <p>Evidence of increased awareness through evaluation of uptake of issues by media</p> <p>Evidence of uptake of</p>	Policy	<p>CVSNI would welcome the inclusion of those people living with a disability who consider themselves to be a victim of the Northern Ireland conflict in the round table to ensure their views are represented.</p>

	<p>challenging negative stereotypes about older workers</p> <p>Awareness campaign to disseminate information of the benefits of employing older workers and challenge negative stereotypes</p>		<p>recommendations by government</p>		
	<p>Review of Adult Social Care Legislation to establish gaps in the legislative framework and the impact this may have on practice and services for older people living with a disability.</p>	<p>Q4 2013/14</p>	<p>Report outlining gaps in the legislative framework and recommendations for action well-received by public, professionals and media</p> <p>Evidence of increased awareness of issues through feedback from stakeholders and evaluation of uptake of the issue by media</p>		
	<p>Examination of abuse of Older People - Review of legislation providing protection from abuse to older people, including older people with disabilities.</p>	<p>March 2016</p>	<p>Legislative review report and recommendations for action well-received by public, professionals and media</p> <p>Evidence of increased awareness of elder abuse issues through feedback from stakeholders and evaluation of uptake of the issue by media.</p> <p>Evidence of uptake of</p>	<p>Legal</p>	

			recommendations by government		
	Review of Standards and effectiveness of inspections relating to domiciliary care for older people and older people with disabilities.	March 2016	Report on compliance with existing standards well-received by public, professionals and media Evidence of increased awareness of issues through feedback from stakeholders and evaluation of uptake of the issue by media. Evidence of uptake of recommendations by government.	Legal	
	A review of COPNI's internal and external communications to ensure that people living with a disability are portrayed positively.	Annually	People with a disability are portrayed positively as evidenced by positive feedback from people living with a disability and their representatives, positive stakeholder feedback and low complaints	Communications and engagement	

	<p>Awareness campaigning/ press releases aimed at promoting positive attitudes towards older people with disabilities.</p>	<p>Ongoing</p>	<p>Older people living with a disability are portrayed positively as evidenced by positive feedback from people living with a disability and their representatives.</p> <p>Evidence of increased awareness of issues through feedback from stakeholders and evaluation of uptake of the issue by media.</p>	<p>Communications and engagement</p>	
--	--	----------------	---	--------------------------------------	--