



FOYLE PORT

DISABILITY
ACTION PLAN
2024 –2029

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Please note that this document is available on request in alternative formats including:

- Large font
- Audio
- Braille
- Other languages
- DAISY (Digital Accessible Information System)

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Foreword from the Chief Executive

We are pleased to present the Foyle Port Disability Action Plan (DAP) 2024-2029 which outlines the actions we plan to undertake over the next five years. These actions set out not only our approach to good governance but are central to our People strategy 2024-2029. One of our key strategic objectives is to increase the equality, diversity, and inclusivity of our workplace and enhance the well-being of our People.

We are committed to fostering a culture of inclusivity where every individual feels a sense of belonging and can thrive in the workplace. Our commitment involves critically reviewing and, if needed, updating our policies and practices to ensure they are equitable and free from exclusion or unintentional discrimination, including against those individuals with disabilities.

This updated Disability Action Plan (DAP) is an integral part of our renewed approach to corporate responsibility. Recently, the Board approved a Stakeholder Engagement Action Plan (SEAP), which outlines 30 initiatives to guide employee involvement in internal corporate social responsibility and emphasises greater engagement with local and broader community stakeholders.

To develop the Disability Action Plan (DAP) 2024-2029, we began by revisiting the commitments outlined in the 2019-2024 plan and researching best practices recommended by the Equality Commission and other organisations. We also consulted with local and regional groups that advocate for individuals with disabilities.

The feedback from these consultations has been instrumental in shaping the plan, and we express our gratitude to the North West Forum of People with Disabilities, Employers for Disability, and Supporting Communities Northern Ireland for their thoughtful contributions.

Over the next five years, we plan to build upon the achievements of the outgoing Disability Action Plan (DAP). We understand the importance of ongoing commitment and collaboration in promoting positive attitudes and encouraging active participation in public life for individuals with disabilities. Our approach will be focused on making a meaningful difference.

Chief Executive _____

1.0 Introduction and Commitment

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (Northern Ireland) Order 2006), Foyle 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 (i.e. ‘the disability duties’).

Under Section 49B of the DDA 1995, Foyle Port is required to submit to the Equality Commission a **Disability Action Plan** showing how it proposes to fulfil these duties in relation to its functions.

As the Chairman and Chief Executive of Foyle Port we are committed to effectively implementing the two disability duties as set out under Section 49A of the Disability Discrimination Act (DDA) 1995 and the Disability Action Plan.

The Board has overall responsibility for the DAP and compliance with the legislation however the day-to-day oversight of the implementation of the DAP is the responsibility of Arlene Thompson, Chief Financial Officer. The People Team will be responsible for incorporating objectives and actions into their operational plans and will monitor and report progress. A proactive approach is taken by the People Team to develop employment policies that reflect good practice for people with disabilities and to oversee the delivery of our outreach activities.

We signed the Equality Commission for Northern Ireland (ECNI) Mental Health Charter in 2021 and have supported the development of mental health & well-being champions. A wide range of interventions have been resourced to address the mental health of the workforce.

Through the stakeholder engagement and corporate responsibility strategy we have supported AWARE NI as the Commissioners' chosen charity and have worked with local schools to support visits to the Port for young people with disabilities.

We are committed to continuing to collaborate with the Equality Commission on good practice in the development of employment policy and in outreach activities. Notable areas where the Equality Commission has assisted us to reflect good practice are in the areas of: Dignity at Work, Recruitment and Selection, Health and Well-Being and in implementing good practice for people with disabilities.

The Commissioners and the Executive Leadership Team remain committed to adopting a best practice approach to equality matters. This will continue to be a feature of the way we conduct our business going forward. The investment in the Health and Well-Being of the workforce will continue and this will have positive impacts for those with a disability and we will continue to collaborate with our external partners to raise awareness of the needs of people with disabilities.

We will put in place the necessary resources including people, time, and financial support. Where it is right to do so, we will include actions from this plan in our People Strategy and Stakeholder Engagement Action Plan.

We are committed to carrying out meaningful and proactive consultation. We will consult with our targeted Section 75 consultees representing disability groups during the development and implementation of the DAP.

We are committed to effective communication and implementation of the plan with our employees. Furthermore, we will provide a blended learning approach to training to ensure all our employees are aware of and understand their role and duties in relation to this legislation.

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.

If you have questions in relation to this plan, you can contact:

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A copy of this plan and the annual progress review is forwarded to the Equality Commission. Our five-year review of this plan will be made available on our website.

2.0 Our Role and Functions

Foyle Port is the operational brand of the Londonderry Port & Harbour Commissioners who were established by Act of Parliament in 1854. The Port is an Independent Statutory Authority and operates independently of Government and is self-financing. All financial surpluses are reinvested in the business for the benefit of future generations of stakeholders.

Foyle Port is recognised as one of the most successful regional ports in the UK and Ireland. As the Competent Harbour Authority for all of Lough Foyle (circa 75 square miles), and its designated pilotage district. Foyle Port continues to collaborate on regional development with the UK and Irish Governments.

The Port has enjoyed sustained strategic success which has seen the growth of diversified port operations with matching investment through the strategic acquisition of adjacent land for future development.

The 200-acre land bank occupied by the Port has unrivalled adjacency to deep water, industrial power, and data connectivity and sits within a 1000 acre industrially zoned Harbour Development Zone. Foyle Port is primed to attract new levels of inward investment that will match port growth with innovation and renewable energy projects.

Our Services

Foyle Port

Specialising in the turn-key cargo handling, including craneage, stevedoring, transport, weighbridge, storage, and shed management.

Foyle Marine Services

Offers towage, dredging, seabed levelling and hydrographic survey using a fleet of vessels capable of addressing conservancy needs.

Foyle Engineering and Foyle Consulting Engineers

Offering a complete structural/civil engineering service including manufacturing and repair of steel products for the agricultural, construction and marine sectors as well as specialist port products.

Mainstreaming the promotion of equality of opportunity and good relations in policy making in Foyle Port must be placed within the context of the nature of the business.

Foyle Port is an Independent Statutory Corporation, and the decisions taken are commercial in nature. There are limitations, therefore in the areas of the business where there is opportunity to mainstream equality and good relations in decision making and these are in: Human Resources policy and practice; Corporate Responsibility and Stakeholder Engagement; the physical environment of the Port; the

potential to promote equality and better relations for the wider community through partnership with other organisations.

You can access further information about what we do on our website:
www.foyleport.com

3.0 Public Life Positions

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

- The Board
- Committees of the Board including Risk; Audit; Health and Safety; and Pension and Remuneration.

There are a number of Non-Executive Commissioners on the Board appointed by the Minister for the Department for Infrastructure for a four-year term. Three of the Commissioners are Council Members from Derry City and Strabane District Council and are appointed by the Minister following nominations from the Council. The Commissioners are committed to the highest standards of Corporate Governance.

The Board has overall responsibility for the strategic direction and oversight of the organisation. The Chief Executive is responsible for the day-to-day management of the organisation.

Areas where Foyle Port can influence participation by disabled people in public life include the following:

- partnership working with Charities.
- Involvement with local Schools/Further Education Colleges.

- Participation by employees in the community and sporting initiatives; and through ongoing involvement with the local community groups/forum.

The Board and Executive Leadership Team have recently implemented a Stakeholder Engagement Action Plan following a comprehensive stakeholder mapping exercise and a detailed analysis of each identified stakeholder group. Employees are highlighted as a primary stakeholder with various initiatives targeted towards improvements in Equality, Diversity & Inclusion and Health and Well-Being. There is a commitment to the achievement of the Diversity Mark standard which will involve the development of an Equality, Diversity and Inclusion Strategy.

4.0 Previous Measures

Outlined below are some of the key measures which Foyle Port has taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

- Foyle Port has worked closely with MENCAP to deliver on our commitment to promoting positive attitudes towards disabled people in the workplace and to raise awareness of careers in the maritime industry among young disabled people.
- Learning Disability Awareness Training was delivered to 38 staff to promote the positive attitude of disabled people in the workplace.
- Development of Mental Health Policy and investment in training mental health & well-being champions.
- Training for managers on Supporting Employee's Mental Health.
- Employee training on Mood Matters to raise awareness of the subject and identify the signs and symptoms of mental health.

- Signing the ECNI Mental Health Charter.
- Training on Section 75 including Disability Awareness for all new appointees including casual employees.
- Screening of a wide range of HR policies including consideration of how the policies can contribute to the achievement of the two duties.
- Donating to various disabled charities such as AWARE NI, HURT (Have your tomorrow), Samaritans, Foyle Sailability.
- Creating an employee digital platform with a Well-Being Centre
- Developing an Agile working policy to address the need for hybrid working post COVID and enhance access to roles for people with disabilities and for those with caring responsibilities.
- Organising visits to the Port for young people with speech and language impairments.

5.0 How We Will Monitor These Plans

Every year we will write a progress report that we will send to the Equality Commission explaining what we have done, and if it applies, what we haven't done.

We will review these plans every year and make changes if they are needed. If the proposed changes are significant, we will consult with equality groupings to capture their views and take action on those views if appropriate.

We will send our plans to all organisations and individuals on our consultation list when they are finalised.

6.0 Distribution of this Plan

This plan will be distributed to the Statutory Consultees of Foyle Port and made available on the Port website www.foyleport.com

7.0 DISABILITY ACTION PLAN 2024-2029 ACTION MEASURES

What we will do to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

Objective	Action Measure	Intended Outcome	Performance Indicator	Timescale and Ownership
TRAINING AND DEVELOPMENT				
To enhance the experience of people with disabilities working at Foyle Port	Continue to deliver training as part of induction 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. Establish individual's role in promoting positive attitudes towards disabled people from commencement of employment.	All new staff and Commissioners undergo disability training as part of induction. Update training resources to include emerging neurodiversity case studies and NI Autism Strategy awareness.	2024 and the life of the DAP People Team Annual Review March 2025
STAKEHOLDER ENGAGEMENT				
To enhance the experience of people with disabilities working at Foyle Port	Raise awareness of specific barriers faced by people with disabilities including linking in with National Awareness Days / Weeks Communicate directly with disabled people and advocates of disabled people about policies under review and issues affecting them.	Promote a positive image of disabled people. Encourage participation by disabled people in public life. To communicate positive messages on disability to challenge stereotyping.	Incorporate disability-related initiatives into the Stakeholder Engagement Action Plan (SEAP) which guides employee engagement in relation to corporate social responsibility and outreach activities with local and wider community stakeholders. Monitor the impact of disability-related initiatives on staff attitudes towards disabled people.	People Team At least one initiative annually Employee Engagement Survey will establish baseline data – June 2024
To enhance the experience of people with disabilities working at Foyle Port	Promote and raise awareness of careers in the maritime industry among disabled young people.	Promote positive attitudes towards disabled people and encourage their participation in public life.	Invite schools for disabled young people to participate in the Schools & Colleges Engagement Programme.	People Team At least one initiative annually
Recruitment and Selection				

Objective	Action Measure	Intended Outcome	Performance Indicator and Target	Timescale and Ownership
To mainstream and embed disability related employment practices at Foyle Port.	<p>Ensure all recruitment and selection processes allow for any reasonable adjustments of applicants and ensure access to the Harbour Office addresses the needs of people with disabilities.</p> <p>Three Year Review of Recruitment and Selection Policy. Ensure the duty to make reasonable adjustments extend to neurodivergent applicants.</p>	Encourage participation by disabled people in public life.	<p>Monitor requests for additional assistance / support.</p> <p>Update the Welcoming Statement on all job advertisements to more inclusive for those with disabilities.</p> <p>Increase the number of applicants with disability by advertising suitable roles as widely as possible including contacting local disability groups</p> <p>Ensure all interview panel members receive training.</p>	<p>People Team</p> <p>Annual reporting</p> <p>June 2025</p>
Health and Well-Being				
To enhance the experience of people with disabilities working at Foyle Port.	Review the current Mental Health Policy	<p>To continue to create an open and inclusive culture where employees can discuss mental health.</p> <p>Focus on preventative measures to promote mental health.</p>	<p>A minimum number of five Mental Health & Well-being Champions certified and recertified.</p> <p>On-going Mental Health & Well-being Check Ins.</p> <p>Workshops for employees on building resilience and advice on stress awareness in collaboration with our external chosen charity partner.</p>	<p>People Team</p> <p>November 2023</p> <p>2025/2026</p>

To enhance the experience of people with disabilities working at Foyle Port.	Ensure Foyle Port have effective Health and Wellbeing policies including developing and consulting on Menopause.	Over 80% of women experience menopause symptoms and some experience symptoms to a level that can be classed as a disability.	Implementation of policies. Development of a Menopause Manager Guide with practical advice to provide support for woman experiencing menopause. Employee awareness workshops (Participation rate) Policy uptake Rates	People Team 2024/2025
Reporting				
To mainstream and embed disability related employment practices at Foyle Port.	Review the action plan on an annual basis and report to the Equality Commission and the Board	Review effectiveness of measures in promoting a positive image of people with disabilities and their participation in public life.	Review and report on the performance indicators and targets.	People Team Annual Progress Report (August)

