



Disability Action Plan

June 2019- May 2024

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You can also download this plan from our website at:

www.foyleport.com

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Foyle Port Disability Action Plan

1.0 Introduction

1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of 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 ('the disability duties').

Under Section 49B of the DDA 1995, Foyle Port is also required to submit to the Equality Commission a **disability action plan** showing how it proposes to fulfill these duties in relation to its functions.

1.2 As *Chairperson and Chief Executive* of Foyle Port, we are committed to implementing effectively the disability duties and this disability action plan. We will allocate all necessary resources (in terms of people, time and money) in order to implement effectively this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan effectively implemented. We will ensure the effective communication of the plan to staff and to providing all necessary training and guidance for staff on the disability duties and the implementation of the plan.

We confirm our commitment to submitting an annual report to the Equality Commission on the implementation of this plan as well as carrying out a five yearly review of this plan.

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

Arlene Thompson
Finance and Corporate Services Director
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If you require this plan in an alternative format (such as in large print, in Braille, easy read or on computer disc) and/or language, please contact the above person to discuss your requirements.

1.3 We confirm our commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and carrying out a five year review of this plan, or plans submitted to the Equality Commission over the five year review period.

A copy of this plan, our annual progress to the Equality Commission and our five year review of this plan will be made available on our website www.foyleport.com

2.0 Role and Functions

2.1 Outlined below are the range of functions of Foyle Port:

Londonderry Port and Harbour Commissioners is an Independent Statutory Authority, established by its own unique legislation, the Londonderry Port & Harbour Act 1854 and located at Lough Foyle in the North West of Ireland. Foyle Port is the trading brand of Londonderry Port and Harbour Commissioners. Foyle Port is a natural deep-water Port which is capable of handling specialist bulk cargoes and facilitates the import and export of bulk commodities such as coal, oil, fertilizer and animal feed for distribution throughout the whole North West region. The Port also provides specialist marine services, engineering consultancy and steel fabrication.

The organisation is governed by a Board of nine Commissioners including the Chairman and Chief Executive. The Non-Executive Commissioners are appointed by the Department for Infrastructure in Northern Ireland. As a Trust Port, the Commissioners have the responsibility to maintain, manage and operate the Port for the benefit of all stakeholders.

As a public Trust Port, Foyle Port is a self-financing entity operated on a fully commercial basis and generating essential returns on its assets. All surpluses are reinvested in the Port facilities in order to grow the organisation for the benefit of future generations. The day to day operations of the Port are run by the Chief Executive and the Senior Management Team.

Foyle Port is committed to delivering long-term sustainable development and facilitating economic growth in the whole North West region. In so doing, the Commissioners recognise the need to be transparent and ethical in business through implementing good governance.

2.2 Our Role and Functions

The **Statutory Duty** of the organisation is: to improve, maintain, regulate and manage the Port to facilitate the development of the harbour undertaking.

The **Vision** of the organisation is: to grow and constantly improve the business and reinvest our profits for the benefit of future generations of stakeholders.

The Commissioners have identified the following key functions in relation to the execution of their duties.

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

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

3.0 Public Life Positions

This our second plan Disability Action Plan outlines the actions we will take to promote positive attitudes towards people with a disability and to encourage their participation in public life.

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

- The Board of Londonderry Harbour Commissioners
- Committees of the Board including Risk; Audit; Health, Safety and Environment; and Pension and Remuneration.

The Board of Foyle Port is appointed externally by the Department for Infrastructure. Therefore, our activities in promoting participation in public life are through the senior management and Board acting as ambassadors and through our partnerships with organisations in the North West.

The Board is constituted by a minimum of eight and a maximum of twelve Commissioners including the Chairman and Chief Executive. The duties and responsibilities of a Commissioners are analogous to those of Company Director. The Board has overall responsibility for the strategic direction and oversight of the organisation. The senior management 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:

- Acting as an ambassador through working in partnerships with other organisations to identify opportunities to champion ways in which people with disabilities can be facilitated to become more visible in public life positions;
- Collaborating with other organisations and consulting directly with disability groups through a mechanism such as a Consultative Forum on how to implement measures to implement the duty on public life;
- Creating one placement per year for a student with disabilities to enhance their employability skills;
- Through involvement with Foyle Sailability tracking the increase in participation in the event by people with disabilities;
- Promoting and raising awareness of careers in the Marine industry through extending the school visits initiative to schools for disabled people;
- Seeking input from equality and relevant disability groups (including consulting on the drafting, implementation, monitoring and review of the plan).

4.0 Promoting positive attitudes towards disabled people

4.1 Promote awareness and understanding of difficulties faced by people with a disability.

- Participation by employees in the community and sporting initiatives and through ongoing involvement with the local community.
- Promoting the interests of people with disabilities through our outreach activities with the community working with Foyle Down Syndrome Trust.
- Keeping focused on disability duties within the Corporate Social Responsibility (CSR) Policy. The Organisation is currently reviewing the Equality Commission's Mental Health Charter and is considering signing up to this Charter.
- Providing targeted Disability Awareness and Equality Training and evaluating the effectiveness of the training;
- Providing induction training on the disability duties for all new starts that addresses both duties;
- Seeking input from equality and relevant disability groups (including consulting on the drafting, implementation, monitoring and review of the plan);
- Integrating questions on the Disability Duties into screening of policies;
- Selection processes address the needs of applicants on an individual basis;
- Monitoring the increase in positive attitudes of staff to people with disabilities through the staff attitude survey;
- Continuing to support Sailability through involving people with a disability in active sporting activities;
- Offering one work experience placement opportunities per year to disabled people.
- Promoting and raising awareness of careers in the Marine industry through extending the school visits initiative to schools for disabled people;

5.0 How the Plan will be distributed

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

6.0 Action Measures

Outlined below are the measures which we propose to take over the period 2019-2024 of this Disability Action Plan, together with performance indicators or targets.

Measures to encourage the participation of disabled people in public life

Measures	Timescale Indicators/target and Responsibility	Performance
<p>1. To work with partners to communicate directly with disabled people and advocates of disabled people about business issues.</p>	<p>Annual reporting on issues identified and action taken August 2020 and subsequent years.</p> <p>Human Resources</p>	<p>Links established with local disability groups and Carers NI to consult on issues relevant to people with disabilities.</p> <p>To advocate with partners through CSR strategy on behalf of people with disabilities and to monitor the outcomes achieved.</p> <p>Organisation of events with partners and influencing key partners.</p>

Measures to encourage the participation of disabled people in public life continued:

Measures	Timescale Indicators/target and Responsibility	Performance
2. To continue to support, sponsor and promote Foyle Sailability	Monitoring through planned evaluation over the three years of the plan. Environmental Health Officer	Establish the baseline in year one and monitor feedback and levels of attendance of people with disabilities.
3. Promote and raise awareness of careers in the marine industry among young disabled young people.	At least one initiative annually Human Resources and Management	Actively target schools for disabled young people to participate in the school visits initiative. One placement per year for disabled person.

Promoting positive attitudes towards disabled people

Measures	Timescale Indicators/target and Responsibility	Performance
<p>1.To provide targeted training on disability duties and disability legislation by linking with disability groups and taking a different theme each year.</p> <p>Ensure all new starts receive training in disability duties.</p> <p>All new panel members to receive disability awareness training.</p>	<p>Annually August 2020 and in subsequent years reporting</p> <p>Human Resources</p>	<p>100% of employees and Commissioners trained in disability duties, disability legislation and disability awareness.</p> <p>All new staff undergo disability training as part of induction within six months of commencing employment.</p> <p>Evaluation of whether people with disabilities have been adequately accommodated.</p>
<p>2. Raise awareness of specific barriers faced by people with disabilities</p>	<p>At least one initiative annually from 2019</p> <p>Human Resources and Management</p>	<p>Disability related initiatives implemented in the Health and Well-being programme of events.</p>

		Improved staff attitudes towards disabled people as monitored in survey and confidence in meeting needs.
3. Targeted promotion of opportunities in Foyle Port through ongoing meetings with representative groups	Number of applicants with a disability receive an interview Human Resources	Increase in number of applicants with disability.

Signed by:

Chief Executive