



Northern Ireland Ambulance Service  
Health and Social Care Trust



**DISABILITY ACTION PLAN AUGUST  
2011 – JANUARY 2013**

## Introduction

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Northern Ireland Ambulance Service Health and Social Care Trust, as a public authority 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, the Northern Ireland Ambulance Service 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.

As Chief Executive of the Northern Ireland Ambulance Service, I am committed to implementing effectively the disability duties through this 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 our corporate plans.

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this 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 will submit a progress report on the implementation of this Action Plan to the Equality Commission and will consult with disabled people when implementing and reviewing the plan.

The Action Plan covers the period of 18 months from August 2011, after which the Northern Ireland Ambulance Service will be included in an overarching Disability Action Plan for all the Health and Social Care Trusts in Northern Ireland.

Responsibility for implementing, reviewing and evaluating this Disability Action Plan and the point of contact within the Northern Ireland Ambulance Service will be:-

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

A copy of this plan and our annual progress report to the Equality Commission will be made available on our website ([www.niamb.co.uk](http://www.niamb.co.uk)).

## **Functions of the Northern Ireland Ambulance Service**

Outlined below are the range of functions of the Northern Ireland Ambulance Service:

The mission of the Northern Ireland Ambulance Service is:

“To deliver effective and efficient care to people in need and improve the health and well-being of the community through the delivery of high quality ambulance services.”

The Northern Ireland Ambulance Service provides statutory ambulance services to over 1.7 million people. The ambulance services we provide are:

- Emergency response to patients with sudden illness or injury;
- Provision of clinical care and treatment in an out of hospital environment;

- Non-Emergency Patient Care and Transportation. The journeys undertaken cover admissions, hospital outpatient appointments, discharges and inter-hospital transfers;
- Specialised health transport services;
- Training and education of ambulance professionals;
- Planning for the co-ordination of major events, mass casualty incidents and disasters;
- Support for community based Responder Schemes;
- Stand-by at special events;
- Community Education;
- Out-of-hospital care research.

### **Public Life Positions**

The range of public life positions over which the Northern Ireland Ambulance Service has responsibility are:-

#### **Non-Executive Trust Board Members**

The Northern Ireland Ambulance Service is committed to encouraging participation in all public life positions which may become available for disabled people.

## Training

Desired Outcome	Key Objective	Key Performance Indicators	Responsibility	Timescale
Positive attitudes among staff towards people with disabilities	To engage with disabled people and their representatives in respect of training to include the Disability Duties	<ul style="list-style-type: none"> <li data-bbox="909 285 1270 792">• NIAS representative to attend HSC regional meetings to engage with other HSC organisations and disabled people and representatives on training development</li> <li data-bbox="909 841 1270 1047">• Introduce regional HSC disability e-learning training module for NIAS staff</li> </ul>	<p data-bbox="1308 321 1522 402">Equality and PPI Officer</p> <p data-bbox="1308 841 1530 959">Equality and PPI Officer/ Training staff</p>	<p data-bbox="1610 321 1745 358">Monthly</p> <p data-bbox="1610 824 1843 862">January 2012</p>

## Training

Desired Outcome	Key Objective	Key Performance Indicators	Responsibility	Timescale
Positive attitudes among staff towards people with disabilities	To engage with disabled people and their representatives in respect of training to specifically include the Disability Duties	<ul style="list-style-type: none"> <li>Develop a plan for the roll out of the e-learning module for NIAS staff</li> </ul>	Equality and PPI	March 2102
		<ul style="list-style-type: none"> <li>Develop a plan in consultation with disabled people and their representatives for the evaluation the e-learning module in terms of impact on attitudes to people with a disability</li> </ul>	Equality and PPI	July 2012

## Communication

Desired Outcome	Key Objective	Key Performance Indicators	Responsibility	Timescale
<p>Enhanced ability to participate in public life for disabled people through ensuring provision of accessible information</p>	<p>Ensure communication systems represent good practice and encourage involvement of disabled people</p>	<ul style="list-style-type: none"> <li>To work collaboratively with other HSC organisations and in consultation with disabled people and their representatives in respect of health service information provision</li> </ul>	<p>Communication and Equality Team</p>	<p>Ongoing</p>
		<ul style="list-style-type: none"> <li>Participation in Accessible Formats Working Group with other HSC Trusts</li> </ul>	<p>Equality &amp; PPI Officer</p>	<p>Ongoing</p>
		<ul style="list-style-type: none"> <li>Develop Accessible Formats Policy and Strategy in collaboration with other HSC Trusts involving disabled people and their representatives</li> </ul>	<p>Equality &amp; PPI Officer</p>	<p>March 2012</p>
		<ul style="list-style-type: none"> <li>Review of NIAS website to identify opportunities for improved good practice. Engage with disability sector in this process.</li> </ul>	<p>Communication Officer and Equality and PPI Officer</p>	<p>December 2011</p>

## Communication

Desired Outcome	Key Objective	Key Performance Indicators	Responsibility	Timescale
<p>Improved communication about the Disability Duties within the organisation</p> <p>NIAS in house magazine reflects disability duties</p>	<p>To ensure all staff are fully aware of the duties</p>	<ul style="list-style-type: none"> <li>• Consider publication of Easy read versions of key consultation documents</li> <li>• Provision of an update on the implementation of the duties for staff</li> <li>• Development of a short guide on the duties and place on NIAS Intranet site</li> <li>• To ensure at least one article which either promotes positive attitudes or involves a disabled person is published in NIAS News during 2011-12</li> </ul>	<p>Senior and Equality Team</p>	<p>Ongoing</p>
			<p>Equality and PPI Team</p>	<p>February 2012</p>
			<p>Equality and PPI Team</p>	<p>March 2012</p>
<p>Communication Officer and Equality and PPI Officer</p>	<p>March 2012</p>			



## Encouraging Participation

Desired Outcome	Key Objective	Key Performance Indicators	Responsibility	Timescale
<p>NIAS encourages participation of people with a disability and their representatives</p>	<p>To mainstream the Disability Duties within the NIAS Personal and Public Involvement (PPI) agenda</p>	<ul style="list-style-type: none"> <li>• Baseline audit of engagement and participation to consider current participation by disabled people and their representatives</li> </ul>	<p>Equality and PPI Officer</p>	<p>January 2011</p>
	<p>Ensure that NIAS meets the needs of service users with disabilities</p>	<ul style="list-style-type: none"> <li>• Staff representative with a disability to participate in Trust's Equality Forum</li> </ul>	<p>Equality &amp; PPI Officer</p>	<p>March 2011 &amp; Ongoing</p>
		<ul style="list-style-type: none"> <li>• Engage with Guide Dogs for the Blind on transport of guide dogs</li> </ul>	<p>Equality &amp; PPI Officer</p>	<p>Ongoing</p>
		<ul style="list-style-type: none"> <li>• Develop and publish policy for the transport of guide dogs and assistance dogs</li> </ul>	<p>Equality &amp; PPI Officer</p>	<p>March 2012</p>

