

# EQUALITY COMMISSION FOR NORTHERN IRELAND

## Public Authority 2010 – 2011 Annual Progress Report on Section 75 of the NI Act 1998 and Section 49A of the Disability Discrimination Order (DDO) 2006

This report template includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2010 to 31 March 2011**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 April 2010 to 31 March 2011**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive to the Commission by **31 August 2011**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

The Health and Safety Executive for Northern Ireland

Equality Officer (Enter name and contact details below)

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DDO (if different from above):

**Please indicate whether you would prefer to receive correspondence from the Commission by:**

Post

Electronically

## **S75 Executive Summary**

- What were the key policy/service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

**(Enter text below)**

A major awareness raising campaign for older farmers “Stay Farm Safe” was launched in March 2011. It was supported by the Ulster Farmers Union and featured local press and radio coverage. Over 65,000 vehicle stickers promoting farm safety were distributed through the main agricultural papers.

The Child Safety on Farms campaign continued to develop with 75 rural primary schools (reaching 4,500 school children) participating in the “Be Aware Kids” initiative and 7 “Bee Safe” safety education events were held, reaching over 2,500 children.

HSENI delivered 24 health and safety presentations to young students and apprentices from a variety of industrial sectors under the SafeStart-NI programme. The programme ensures that young people have the necessary knowledge and skills to stay healthy and safe at work.

HSENI’s outward facing IT infrastructures were updated and developed during 2010/11 to provide greater accessibility, convenience and clarity to its customers. This included the launch of a re-designed website, on-line forms and use of a dedicated laptop and free internet access.

Mandatory on-line training covering legislation and policies on equality and diversity issues was delivered to all HSENI staff.

- What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

**(Enter text below)**

Development and publication of a revised Equality Scheme for HSENI in line with Equality Commission guidelines.

A new 4 year Disability Action Plan will be produced to align with HSENI’s corporate planning cycle

Roll out of equality monitoring initiative to measure the uptake of HSENI’s service delivery to Section 75 Groups.

Launch of leaflet aimed at providing health and safety advice to students and young people entering the workplace for the first time.

Development of a training pack for trade apprentices to highlight the risks of asbestos exposure.

Development of a campaign aimed at protecting young children from E-coli infection through animal contact at open farms.

- Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3 and reference the title of the relevant EQIA in the space provided below:

	Outline change in policy or practice which have resulted in outcomes	Tick if result of EQIA
Persons of different religious belief	•	
Persons of different political opinion	•	
Persons of different racial groups	<ul style="list-style-type: none"> <li>• Health and Safety Inspectors raised awareness of specific health and safety needs of migrant workers through inspection activities.</li> <li>• The DETI Diversity Group (of which HSENI is a member) invited NICEM to their meeting on 24 June 2010 to discuss the main problems suffered by ethnic minorities in Northern Ireland.</li> </ul>	
Persons of different age	<ul style="list-style-type: none"> <li>• During Child Safety Week in June 2010, HSENI staff visited shopping centres in Magherafelt and Enniskillen to engage with parents and children and distribute leaflets about the safety of children on farms.</li> <li>• 1,150 entries were received to the Child Safety on Farms poster competition during May 2010. The 12 winning entries were used to produce 17,500 child safety on farms calendars for 2011 which were distributed through rural primary schools.</li> <li>• HSENI delivered 24 health and safety</li> </ul>	

	<p>presentations to young students and apprentices during 2010/11 under the SafeStart-NI initiative.</p> <ul style="list-style-type: none"> <li>• 3,730 “Mind how you go” leaflets were distributed to 30 schools and colleges during the year.</li> <li>• A focus group with 12 students from 2 schools in Ballycastle was held in December 2010 to obtain feedback on the “Mind how you go” leaflet. The student’s opinions will help in the design of a new leaflet in 2011/12.</li> <li>• HSENI participated in 7 “Bee Safe” safety education events during 2010/11 which reached over 2,500 primary school children.</li> <li>• HSENI launched the “Stay Farm Safe” awareness campaign which focused on the main causes of fatalities involving older farmers.</li> </ul>	
Persons with different marital status	<ul style="list-style-type: none"> <li>•</li> </ul>	
Persons of different sexual orientation	<ul style="list-style-type: none"> <li>• On 14 April 2010 the DETI Diversity Group held a lunchtime briefing attended by HSENI staff on sexual orientation and ageism with speakers from the Rainbow Project and the Equality Commission.</li> </ul>	
Men and women generally	<p>HSENI undertakes promotional activities in many work sectors which are traditionally dominated by either men or women eg –</p> <ul style="list-style-type: none"> <li>• A seminar on high risk activities in the construction industry was held in Londonderry on 30 June 2010;</li> <li>• On 14 April 2010, a seminar on critical safety work and behavioural safety in construction was held at the University of Ulster;</li> <li>• HSENI, in conjunction with the Association for Project Safety organized a seminar on health and safety in excavations, attended by approximately 80 delegates in Belfast on 4 May 2010.</li> <li>• A health and safety seminar for construction professionals “Designing in Safety” was held in Belfast on 9 February 2011 and was attended by 45 delegates;</li> </ul>	

	<ul style="list-style-type: none"> <li>• A well attended joint seminar organized by the Cross Border Working Group on construction was held in Dundalk on 20 October 2010;</li> <li>• An All-Ireland conference on quarry safety, attended by over 160 delegates, was held in Gormanstown, Co. Meath in November 2010;</li> <li>• An asbestos updates seminar, attended by approximately 170 delegates, was held in Templepatrick on 10 March 2011;</li> <li>• 3 asbestos awareness seminars were held in Lisburn, Belfast and Hillsborough in June, September and December 2010.</li> <li>• Some 2,000 information packs on safe maintenance were distributed during the European Week for Safety and Health in October 2010.</li> </ul>	
<p>Persons with and without a disability</p>	<ul style="list-style-type: none"> <li>• Training on deaf awareness was provided to 11 frontline staff</li> <li>• HSENI conducted a number of stress seminars in conjunction with the Labour Relations Agency and the Chartered Institute of Personnel Development, which attracted 500 delegates.</li> <li>• HSENI hosted a round table “thought leadership” event in partnership with agendaNI to discuss how managers should respond to mental health difficulties and stress problems in the workplace.</li> <li>• Specific guidance on mental wellbeing for the construction sector – “Stress Level” was produced.</li> <li>• On 21 April 2010, HSENI’s Spring Conference included presentations on reducing stress and managing change and promoting a work/life balance. The keynote speaker was Dr Michael Paterson, a clinical psychologist who was severely disabled when he lost both arms in 1981.</li> <li>• HSENI officials met with RNID and Disability Action representatives in May and June 2010 to discuss the EQIA on HSENI’s key policy areas.</li> </ul>	

	<ul style="list-style-type: none"> <li>Factsheets on diabetes and mobility issues from the DETI Diversity Group were distributed to all HSENI staff in June and November 2010.</li> </ul>	√
Persons with and without dependants	<ul style="list-style-type: none"> <li>HSENI continued to ensure that bereaved families were kept informed of the progress of investigations and were helped through the various court proceedings.</li> </ul>	

- Title/s of EQIAs referenced:

Combined EQIA on HSENI's four key policy areas.

### **Section 1: Strategic Implementation of the Section 75 Duties**

- Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2010-11

**(Enter text below)**

HSENI achieved the following equality and good relations targets as outlined in the 2010/11 Operating Plan:

- service delivery targets were monitored to ensure that the standards set out in HSENI's Customer Care Charter were being met;
- a joint HSENI and District Council strategy for the better regulation of health and safety at work in Northern Ireland was published. One of the goals in the new strategy deals specifically with vulnerable groups;
- The sharing of information and best practice in areas such as construction, agriculture and major hazards was facilitated through a range of Cross Border Working Groups involving representatives from HSENI and the RoI's Health and Safety Authority;
- A health and safety conference for the quarry and quarry products sector, 3 asbestos awareness seminars and 3 seminars on work-related stress were held;
- A safe machinery operation competition aimed at young farmers was delivered at the Balmoral Show in May 2010;
- Guidance for employers on the importance and benefits of investing in employee health was published;
- A workplace health awareness programme aimed at farmers was piloted;
- HSENI continued to work with a range of public sector bodies in reducing sickness absence associated with work-related stress;
- A safety on farms poster competition aimed at primary school pupils in rural areas was organised and a calendar from the winning entries was produced;

- The “Older, Wiser, Safer?” awareness campaign aimed at eliminating work-related fatalities involving older farmers continued to be delivered in association with the Ulster Farmers Union;
- 4,000 school leavers entering employment were provided with health and safety advice under the Safe Start initiative;
- Mentoring on the management of workplace health was provided to 5 building contractors under the BuildHealth initiative;
- Particular regard was paid to the health and safety needs of vulnerable groups such as young workers, older persons and migrant workers during all inspection and investigation activities; and
- The results of a public consultation exercise on the combined EQIA on HSENI’s key policy areas was published

## Section 2: Screening

- Please provide an update of new/proposed/revised policies screened during the year.

<b>Title of policy subject to screening</b>	<b>Was the <u>F</u>ull Screening Report or the <u>R</u>esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i></b>	<b>Was initial screening decision changed following consultation? <u>Y</u>es/<u>N</u>o</b>	<b>Is policy being subject to EQIA? <u>Y</u>es/<u>N</u>o? If yes indicate year for assessment.</b>
Proposals for the Genetically Modified Organisms (Contained Use) (Amendment) Regulations (Northern Ireland) 2010	F	No	No
Freedom of Information – Amendment of Article 30 of the Health and Safety at Work (Northern Ireland) Order 1978	F	No	No
Health and Safety at Work : Protecting lives, not stopping them – A Draft Strategy for the Better Regulation of Health and Safety at Work in Northern Ireland	F	No	No
Proposals for the Factories Act (Northern Ireland) 1965 and Office and Shop Premises Act	F	No	No

(Northern Ireland) 1966 (Repeals and Modifications) Regulations (Northern Ireland) 2011			
Proposals for the Carriage of Dangerous Goods and Use of Transportable Pressure Equipment (Amendment) Regulations (Northern Ireland) 2011	F	No	No
Draft HSENI Corporate Plan 2011-2015	F	No	No
The Control of Asbestos (Amendment) Regulations (Northern Ireland) 2010	No. Regulations only - no consultation required	N/A	No

**Section 3: Equality Impact Assessment (EQIA)**

- Please provide an update of policies subject to EQIA during 2010-11, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2011-12

EQIA Timetable – April 2010 - March 2011

Title of Policy EQIA	EQIA Stage at end March 2011 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.

- Where the EQIA timetable for 2010-11 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

**(Enter text below)**



Ongoing EQIA Monitoring Activities April 2010- March 2011

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased

- Please outline any proposals, arising from the authority’s monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:  
**(Enter text below)**

2011-12 EQIA Time-table

Title of EQIAs due to be commenced during April 2011 – March 2012	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6

**Section 4: Training**

- Please outline training provision during the year associated with the Section 75 Duties/Equality Scheme requirements including types of training provision and conclusions from any training evaluations.  
**(Enter text below)**

On-line Diversity Training was rolled out to 103 HSENI staff during 2010/11 while classroom based diversity training was attended by a further 23 staff. The training covered the legislation and policies on equality and diversity issues.

1 member of staff obtained a level 5 diploma in stress management in the autumn of 2010.

3 members of staff attended a CIPD training course on wellbeing in the workplace.

11 members of staff received deaf awareness training on 29 June 2010 from the British Deaf Association.

3 members of staff attended a hearing conservation seminar on 29 September 2010.

1 member of staff attended a training course on Managing Stress at an organizational and individual level on 25 and 26 January 2011.

A number of HSENI staff attended a lunchtime briefing session on respecting difference on 14 April 2010

HSENI's Workplace Health Support Group held a briefing for staff on mental wellbeing in conjunction with Aware Defeat Depression

### **Section 5: Communication**

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact/success of such activities.

**(Enter text below)**

HSENI used a variety of formats to communicate progress achieved in relation to the implementation of its S75 duties during the year. This included use of the website and post to advise on the issue of consultation documents on new legislative proposals, its new joint health and safety strategy, disability action plan and corporate plan; the issue of an electronic newsletter to almost 250 subscribers; internal communication via reports to the Board and Senior Management Team; use of the monthly team brief to all staff; news releases to publicise promotional events, reporting on implementation of targets in the annual report and corporate plan and through representation on the DETI Diversity Group.

### **Section 6: Data Collection & Analysis**

- Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken/commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75, including the needs and experiences of people with multiple identities.

**(Enter text below)**

In the main, HSENI relies on information from the Census of Population and results from the Labour Force Surveys, consultation exercises, customer satisfaction surveys, accident report forms, the NISRA website and the experience of its inspectors and sector specific representative bodies to identify trends, inform its policy decisions and target its resources. HSENI has also made useful contacts in some representative bodies of S75 Groups through its membership of the Diversity Group. A staff survey on

diversity was issued by the DETI Diversity Group during the year and the results will be used to inform future planning decisions. In May and June 2010 HSENI met with representatives from RNID and Disability Action to discuss, inter alia, how best to collect equality monitoring information. As a result a monitoring form was designed in November 2010 (for use from 2011/12 onwards) to determine the uptake of its services from S75 groups.

- Please outline any use of the Commission's Section 75 Monitoring Guide.

**(Enter text below)**

The guide was used during the year to help design a monitoring form to assess the uptake of HSENI services, such as the provision of health and safety information, by S75 Groups.

### **Section 7: Information Provision, Access to Information and Services**

- Please provide details of any initiatives/steps taken during the year, including take up, to improve access to services including provision of information in accessible formats.

**(Enter text below)**

HSENI continues to supply health and safety advisory leaflets in minority languages and in a variety of formats and an interpretation service can also be offered for people who do not have English as their first language. HSENI also has regional offices in Enniskillen, Cookstown, Coleraine, Omagh and Belfast City Centre.

During the year, HSENI's revised and upgraded website went live. This has links to NIDirect and contains new on-line forms. Free internet access and use of a dedicated laptop has been provided for visitors to the Information and Advisory Service through installation of a WiFi hotspot.

The first edition of a new HSENI electronic newsletter was e-mailed to almost 250 subscribers on 12 November 2010.

Radio and press coverage was used extensively to promote a safety campaign for older farmers and to raise awareness of gas safety and the dangers of carbon monoxide poisoning.

### **Section 8: Complaints**

- Please identify the number of Section 75 related complaints:
  - received and resolved by the authority (including how this was achieved);
  - which were not resolved to the satisfaction of the complainant;
  - which were referred to the Equality Commission.

**(Enter text below)**

There were no complaints on equality related issues during 2010/11.

**Section 9: Consultation and Engagement**

- Please provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.
- Please outline any use of the Commission's guidance on consulting with and involving children and young people.

**(Enter text below)**

HSENI consulted widely on 4 new legislative proposals and 3 major policy documents which were found to have no significant differential impact on S75 Groups. In addition, HSENI met with representatives from Disability Action and RNIB to discuss their responses to its EQIA on 4 key policy areas. Following training with the Participation Network, focus groups were held with career teachers and schoolchildren to discuss revisions to the "Mind How You Go" leaflet.

**Section 10: The Good Relations Duty**

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

**(Enter text below)**

A focus group, involving year 12 students from two schools from both sides of the community, i.e. Ballycastle High School and Cross and Passion College, Ballycastle, was held to assist HSENI in the redesign of its "Mind How You Go" leaflet which is aimed at young school leavers entering the world of work for the first time.

HSENI continues to provide free advice and guidance to all of its customers, including those from S75 Groups. During the year over 700 people visited the Information and Advice Centre (a 75% increase over the previous year) and the Training and Resource Centre (which is made available at no charge to not-for-profit organisations to run their own health and safety events) was used for a number of external training events and meetings. HSENI distributed over 56,000 free publications giving health and safety advice, responded to 2,600 requests from the One-2-One Advisory Service, dealt with over 5,400 calls for information via its freephone Helpline and website visitors downloaded some 60,000 publication files.

Free internet access was also provided to the public during the year.

- Please outline any use of the Commission's Good Relations Guide.

**(Enter text below)**

HSENI continues to adhere to good practice advice in relation to the quality, cost and accessibility of its services.

### **Section 11: New/Revised Equality Schemes**

- If the Commission has notified you of its intention to request a new/revised scheme or formally requested a new/revised scheme and associated action plan, please outline below what progress has been made in this reporting period.

**(Enter text below)**

HSENI has had a number of meetings with staff in DETI's Equality Unit to discuss a common approach to this exercise and share best practice. Drafting of HSENI's revised Equality Scheme will begin in September 2011 with an end-year target for public consultation.

### **Section 12: Additional Comments**

- Please provide any additional information/comments.

**(Enter text below)**

Annual Report 1 April 2010 / 31 March 2011  
'Disability Duties' Questions

**1. How many action measures for this reporting period have been**

5

Fully  
Achieved?



Partially  
Achieved?

1

Not  
Achieved?

2. Please outline the following detail on **all actions that have been fully achieved** in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>1</sup>	Outcomes / Impact <sup>2</sup>
National <sup>3</sup>			
Regional <sup>4</sup>			
Local <sup>5</sup>	HSENI's equality screening document (which includes questions on disability duties) continues to be annexed to all consultation documents. These documents continue to be offered on request in alternate formats eg Braille.	Consultation documents on 4 new legislative proposals and 3 major policy areas issued during the year. None had any significant impact on disabled people	Disabled people can decide whether a particular policy has any implications

<sup>1</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>2</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>3</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>4</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>5</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	On-line or classroom based diversity training, which included disability issues, was made available to all HSENI staff.	103 staff completed Diversity on-line training 23 staff attended diversity classroom training	HSENI staff have been reminded/made aware of the measures they need to take in order to comply with their equality/disability duties
2	2 staff attended training on stress management and a well attended staff briefing session on mental wellbeing was held in conjunction with Aware Defeat Depression.	1 member of staff gained a diploma in stress management.	Staff gained a greater insight into the range and complexity of mental health issues and best practice in dealing with work related stress.
3	The British Deaf Association provided deaf awareness training to frontline staff on 29 June 2010	11 staff received deaf awareness training	Staff gained a greater appreciation of the difficulties faced by deaf people in accessing information and advice and how best to improve communication skills and the level of service provided.
4	staff attended a hearing conservation seminar organised by the NI Safety Group on 29/9/10	3 staff received specialist training on hearing conservation	Staff gained an insight on how to manage the risks of hearing loss in the workplace.

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?



	Communications Action Measures	Outputs	Outcome / Impact
1	Health and Safety WorksNI delivered a presentation and risk assessment workshop on behalf of Community Transport Northern Ireland in Carrickmore in March 2011	Representatives from 9 different transport groups received advice on what health and safety measures they should have in place	The presentation was very well received with 5 of the groups requesting follow-up visits.
2	A Health and Safety WorksNI Business Adviser carried out a one-to-one visit with Shopmobility, Newry on 9 July 2010.	Current health and safety policies and procedures were reviewed	The meeting had been specifically requested by Shopmobility, Newry, on the back of a health and safety workshop organised in February 2010.
3	Factsheets on diabetes and mobility issues were issued to all staff via the DETI Diversity Group in June & November 2010. Information notices issued by the NICS Occupational Health Service were also e-mailed to all staff.	A specific Diversity Information Notice Board for HSENI staff was installed which contained information on disabilities etc	Raised awareness of the cause and effect of these conditions and suggested reasonable adjustments for the workplace.
4	HSENI's website, which fully complies with NICS Web Accessibility Standards, was redesigned to be more comprehensive and user friendly. HSENI also launched an electronic newsletter to keep subscribers informed about future events.		Visitors to the website downloaded some 60,000 publication files during the year while the first edition of the newsletter was e-mailed to almost 250 subscribers.

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			
3			
4			

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			
3			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones <sup>6</sup> / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				
3				
4				

4. Please outline what **action measures have not been achieved** and the reasons why?

	Action Measures not met	Reasons
1	Induction material for new HSENI staff was not revised to include more information on disability and diversity in the workplace.	The NICS freeze on recruitment led to only 2 new staff members being appointed in 2010/11. Revision of the induction pack will be carried over to 2011/12.
2		
3		

<sup>6</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

The effectiveness of training and promotional activities is assessed using evaluation forms (via HR Connect from which evaluation reports are still awaited), focus groups and feedback from customer satisfaction surveys. Responses from consultation exercises are also monitored to assess the degree of interest in the subject matter and its impact on consultees.

(b) Quantitative

Following meetings with Disability Action and RNIB, HSENI developed an equality monitoring form (for use in 2011/12) to measure the uptake of its services from S 75 Groups.

6. As a result of monitoring progress against actions, has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please delete: No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

A new disability action plan covering the 4 year period 2011-2015 is currently being drafted to align with the HSENI corporate planning cycle. The revised plan will be subject to a public consultation exercise by the end of 2011.