

National Disability Strategy Inclusion Plan

Phase 3 Consultation Document

The themes and high-level objectives we are suggesting for the Strategy have been revised in the light of the views expressed by stakeholders in Phase 1 and Phase 2.

Actions to be undertaken

Attached (as an Appendix) is a list of possible actions for the new Strategy, on which you are being invited to comment. The proposed actions are set out in the 3rd column of the table in the Appendix document, which is in effect a first draft of Chapter D (see below) of the new Strategy.

Content of new Strategy

It is intended that the broad outline of the new Strategy will be as follows:

A. Foreword by the Minister

To be completed after Phase 3.

B. Context

This chapter of the Strategy will describe the situation of persons with disabilities in Ireland. To be completed after Phase 3.

C. Process by which Strategy was prepared

A comprehensive consultation process commenced in 2015 to develop this new Disability Inclusion Strategy. The Disability Stakeholders Group and the National Disability Inclusion Strategy Steering Committee have central roles in providing advice on the Strategy and on monitoring its implementation.

The process involved 3 phases:

Stage 1

This stage commenced with an open call to NGOs and other interested parties to respond to a suggested list of themes or policy areas to be covered in the new Disability Inclusion Strategy.

Stage 2 – February 2016

This stage of the consultation involved regional meetings which took place in Cork, Tullamore and Dublin. In total 102 people took part in these consultations.

Stakeholders including relevant NGOs, persons with disabilities and other interested parties were invited to give an input on the priority objectives they would like to see achieved in the next four years. A provisional set of objectives was prepared under each theme, and participants were invited to say what they agreed with and what changes they would suggest to this list of objectives.

Stage 3 – August 2016

This is where we are now. As part of this Stage, you are asked to comment on a draft list of actions (Chapter D. below and the Appendix).

- D. **The body of the Strategy**, which will set out the agreed themes, high-level objectives and detailed actions to be implemented.

The attached draft of this Chapter is the focus of this Phase of the consultations.

- E. **Monitoring and implementation** (structures and reporting annually)
To be completed after Phase 3

The Department of Justice and Equality has a coordinating and monitoring role in relation to implementation of the Strategy.

What happens next?

At the end of Phase 3, the Department will prepare a revised draft Strategy, with measurable targets and deadlines, having heard all the views expressed at the consultations. As well as new and revised actions, the Strategy will also include a continuation of programmes and services already underway and new developments already in the pipeline.

This draft will then be brought for further consultation to the National Disability Inclusion Strategy Steering group.

Subsequently, a final draft of the new National Disability Inclusion Strategy will be submitted to the Government.

This process will result in a new set of specific themes, objectives and actions that need to be undertaken to bring about a real improvement in quality of life for people with disabilities. It is intended that the revised Inclusion Strategy will run from 2016 to 2020 and that it will be in place from mid-2016.

Appendix

The body of the Strategy as follows:

	Themes	Objectives	Actions	Who
1	Equality & Choice	Persons with disabilities are recognised and treated equally before the law. They have the same rights and responsibilities as other citizens.	We will ratify the UN Convention on the Rights of Persons with Disabilities (CRPD) by end-2016.	Department of Justice and Equality (DJE)
2			We will progress the Equality/Disability (Miscellaneous Provisions) Bill to enactment by end-2016 so as to address outstanding obstacles to ratification, including addressing the issue of reasonable accommodation, providing for national mechanisms to promote, protect and monitor implementation of the CRPD, meeting the Convention's requirements with regard to involuntary detention, amending electoral legislation, amending the Juries Act 1976 and amending section 4 of the Criminal Law (Insanity) Act 2006.	DJE
3			We will ratify the Optional Protocol to the Convention on the Rights of Persons with Disabilities on enactment of the Equality/Disability (Miscellaneous Provisions) Bill.	DJE
4			We will commence the Assisted Decision-Making (Capacity) Act, and develop the associated Codes of Practice, and promote and provide training for both.	DJE, National Disability Authority (NDA), Department of Health (DoH), Health Service Executive (HSE)

	Themes	Objectives	Actions	Who
5			We will establish the Decision Support Service.	DJE, HSE, NDA
6			We will embed presumption of capacity into the way services are designed and delivered.	HSE, disability service providers, Decision Support Service
7		People with disabilities make their own choices and decisions.	We will run an information campaign and raise awareness among persons with disabilities about their options for supported decision-making under the Assisted Decision-Making (Capacity) Act.	Decision Support Service, HSE, disability service providers
8		People with disabilities enjoy a good standard of living.	We will continue to reform and enhance the social welfare system including activation and supports to work.	Department of Social Protection (DSP)
9		People with disabilities are treated with dignity and respect and are free from all forms of abuse.	We will implement the HSE's Safeguarding Vulnerable Adults policy.	HSE
10			We will develop and roll out a reform and culture change programme.	HSE, disability service providers
11			We will introduce statutory safeguards to protect residents of nursing homes and residential centres, and ensure that they are not deprived of liberty, save in accordance with the law as a last-resort measure in exceptional circumstances.	DJE, DoH
12			We will develop proposals to reform mental health legislation to align it with the Assisted Decision-Making (Capacity) Act.	DoH, DJE

	Themes	Objectives	Actions	Who
13			We will implement the EU Victims of Crime Directive. The transposing Bill will take account of the specific needs of vulnerable witnesses as far as possible and provide a framework for targeted actions to be developed (e.g. statutory guidance for assessment of vulnerable witnesses.)	DJE, Director of Public Prosecutions, An Garda Síochána, The Prison Service, The Probation Service
14			We will ensure enhanced protection for people with disabilities against hate crime in our review of the Prohibition of Incitement to Hatred Act 1989.	DJE
15		Public sector information is available in accessible formats that are easy to understand.	We will embed information technology accessibility and universal design into the Government information strategy and work of the Office of the Government Chief Information Officer (OGCIO).	Department of Public Expenditure Reform (DPER)
16			We will improve compliance with obligations of S.28 of the Disability Act 2005 regarding access to information and communication including electronic communication.	All public bodies, DPER, Centre for Excellence in Universal Design.
17			We will ensure Garda and Courts services and information are accessible to all users with disabilities.	An Garda Síochána, Courts Service
18		Public services are universally designed and accessible to all citizens.	We will review and monitor progress by public bodies against the Code of Practice on Accessible Services and Information.	NDA
19			We will ensure that staff members have access to autism awareness training as part of their disability awareness training programme, commencing with Access Officers.	All Departments and public bodies under their aegis

	Themes	Objectives	Actions	Who
20			We will develop guidelines for Gardaí and civilian staff in relation to engagement with people with disabilities.	An Garda Síochána
21			We will ensure that autism awareness is promoted through the roll-out of staff training that supports the implementation of the national guidelines on accessible health and social care services.	HSE
22			We will engage with the appropriate training authority in relation to developing a train-the-trainer programme on autism awareness and customer service for the public sector, including consultation with autism stakeholders as appropriate.	NDA
23			We will deliver the Train the Trainers programme to relevant officials in Departments and agencies including access officers and disability liaison officers.	NDA
24			We will review the Accessibility Toolkit on our website, ensuring that information about autism, including links to appropriate resources, is available. We will also promote use of the toolkit by civil and public servants.	NDA
25			We will promote the design of public sector websites in accordance with universal design principles.	DPER, all Departments and public bodies
26			Where not already achieved, we will set out proposals in our Strategy Statements and Business Plans to ensure compliance with the obligations on public bodies to make their buildings and services accessible in line with Part 3 of the Disability Act 2005.	All Departments and public bodies
27			We will bring all public sector buildings into compliance with the revised (2010) Part M accessibility standards by 2022.	OPW, Department of the Environment (DoE)

	Themes	Objectives	Actions	Who
28			We will conduct an operational review of the effectiveness of Section 25 of the Disability Act 2005 and make recommendations to facilitate the obligation for public bodies to bring their buildings into compliance with Part M 2010 by 2022.	NDA, DoE, Office of Public Works (OPW)
29			All Departments and public bodies will ensure that public procurement of buildings, facilities, goods and services complies with the accessibility requirements of planning regulations and relevant EU Law.	All Departments and public bodies.
30		Appropriate accommodations and resources are in place to ensure people who communicate in different ways can participate as equal citizens.	We will extend hours of Irish Sign Language (ISL) remote interpretation pilot service to evenings and weekends. We will propose legislation to ensure that all public bodies provide Irish Sign Language (ISL) users with free ISL interpretation when availing of their statutory services.	DJE
31			We will prepare guidance on autism for issue to justice professionals.	NDA
32	Joined up policies and public services	Different public services work together to ensure joined-up services for individuals with disabilities.	We will develop a proposal on local health and education forums to facilitate improved co-ordination of services for children with disabilities, including children with autism, at local level.	DoH - Cross Sectoral Team, Department of Education and Skills (DES)

	Themes	Objectives	Actions	Who
33		Children and adults with disabilities are supported to make smooth transitions from one stage of life to the next.	We will develop and implement systems and cross-agency protocols to facilitate smooth transitions.	DoH - Cross Sectoral Team DES, DSP and their relevant agencies
34		Public services actively engage with people with disabilities and their representatives in the planning, design, delivery and evaluation of public services.	We will continue to contribute to policy and practice and to monitor and advise on implementation of the National Disability Strategy Inclusion Plan through Consultative Committees.	All Departments
35			We will embed a culture and process of engagement with people with disabilities in mainstream service design and evaluation.	DPER, all Departments
36	Education	People with disabilities are supported to reach their full potential.	We will continue the scheme of supports for children with disabilities in mainstream pre-schools in line with the ECCE-disability programme.	Department of Children and Youth Affairs (DCYA)
37			We will put in place a structured transition process, including sharing of information for children with disabilities transitioning from pre-school to primary school.	DCYA, DES
38			We will review the Special Needs Assistant (SNA) scheme.	DES, NCSE
39			We will continue to require schools to link SNA support to individualised planning for each pupil.	DES, NCSE

	Themes	Objectives	Actions	Who
40			We will develop an implementation plan and commence implementation of NCSE policy advice on Deaf education.	DES, NCSE
41			We will develop an implementation plan for NCSE policy advice on autism.	DES, NCSE
42			We will continue to develop and implement a systematic programme of initial teacher education, induction, probation and continuing professional development to enable all teachers to teach all students, including students with special educational needs. Teachers and schools will continue to be supported in established and new ways to enhance teachers' skills and thereby enrich learning experiences and opportunities for people with disabilities. We will ensure that ongoing developments in legislation (e.g. Teaching Council, School Admissions) and national priority areas including Junior Cycle Reform, Literacy and Numeracy Strategy, Digital Strategy and NCSE policy advice will influence and support teacher learning in inclusion, differentiation, and special educational needs across the continuum of teacher education.	DES, The Teaching Council
43			We will expand the number of NEPS psychologists to the current sanctioned level of 173 whole-time equivalent psychologists. Subject to successful negotiation within the Estimates process we will, in line with commitment in the Programme for a Partnership Government, further expand NEPS psychologist numbers to ensure earlier intervention and access for young children and teenagers.	DES, NCSE

	Themes	Objectives	Actions	Who
44			We will amend the Department's Technical Guidance Documents for school and educational buildings to ensure universal design principles and guidelines are fully considered in all designs for new building and, where possible, in the retrofit of existing buildings.	DES
45			We will publish policy advice and guidance for parents and schools on supporting students with autism.	NCSE
46		People with disabilities are supported to transition successfully from one stage of education or training to the next.	We will disseminate guidance on transitions to schools and parents.	NCSE
47			We will develop a comprehensive cross-agency approach and protocols for managing transitions into, within and out of education.	DoH - Cross Sectoral Team, DSP, DCYA, DES, HSE, pre-schools, primary and post-primary schools, Education and Training Boards, higher education colleges
48			The Digital Strategy for Schools 2015-2020 contains policy objectives intended to ensure schools can use Information and Communications Technology (ICT) as a tool for inclusive learning through guidance, advice and support on the use of ICT and digital learning tools for teaching, learning and assessment for students with special educational needs; and will develop and share case studies on the effective use of ICT in special educational needs settings. These objectives will be implemented over the period of the Strategy.	DES

	Themes	Objectives	Actions	Who
49	Employment	People with disabilities have the opportunity to work and have a career.	We will continue to support people with disabilities to access further training and employment opportunities through relevant programmes including the Employability Service, the Wage Subsidy Scheme, and the Reasonable Accommodation Fund.	DSP
50			We will increase the public sector employment target of persons with disabilities in 0.5% steps from 3% to 6% by 2024, and will embed this target into all public service workforce planning and recruitment.	All Ministers
51			We will include Universal Design as a key element in our programmes of innovation funding and other engagement with industry.	Enterprise Ireland, Industrial Development Authority, Local Enterprise offices
52			Autism guidelines for line managers will be developed.	NDA
53			We will implement the actions set out in <i>Pathways to Work 2016-2020</i> including in particular; <ul style="list-style-type: none"> • Promote Employer Support Services and Schemes such as Wage Subsidy Scheme. • Restructure First Steps Programme to improve take-up. • Offer opportunities to engage with Intreo supports. 	DSP
54		People who become disabled are given the supports they need to remain in or return to work if they so choose.	We will develop a national vocational rehabilitation strategy, incorporating a system of referral to vocational rehabilitation, linked to the social welfare system and with medical rehabilitation. This approach will be piloted and lessons learned will be incorporated in the final model for roll out.	DoH, HSE, Solas, Education and Training Boards, DSP
55			We will implement the reforms proposed by review of the Partial Capacity Benefit Scheme as agreed by Government.	DSP

	Themes	Objectives	Actions	Who
56		People with disabilities are financially better off in work.	We will report to the Government by end 2016 and its recommendations will be considered by Government with a view to introducing meaningful reforms to ensure that it is financially worthwhile for a person with a disability to take up employment.	DSP, Make Work Pay (MWP) Group
57		Employers can easily access information about employing a person with a disability.	We will continue to support the Employer Disability Information service incorporating helpline, website and networking.	NDA
58			We will develop a Ready Reckoner of net income in employment.	DSP, MWP Group
59	Health & well-being	People with disabilities are supported to achieve and maintain the best possible physical, mental and emotional well-being.	We will implement the Healthy Ireland action plan.	DoH, HSE
60			We will develop the intellectual disability and mental health service capacity as set out in the Vision for Change.	DoH, HSE

	Themes	Objectives	Actions	Who
61		Mainstream primary, specialist and hospital services provide accessible information, communication, and facilities for people with disabilities.	We will further develop the capacity of mainstream HSE-funded services to provide accessible services and information to people with disabilities.	HSE
62	Person-centred disability services	Disability services support individuals to live a fulfilled life of their choosing.	We will implement the Transforming Lives programme with a focus on supporting people with disabilities to live ordinary lives in ordinary places.	HSE, disability service providers
63			We will continue to support and monitor a new evidence-based framework for person-centred planning across residential and day services.	HSE, disability service providers
64			We will continue to provide guidance on person-centred planning, informed by research projects for Transforming Lives WG2.	HSE, disability service providers
65		Achieve maximum independence.	We will strengthen the focus on culture change from the ‘care’ to the ‘support’ model.	HSE, disability service providers
66			We will roll out the ‘Informing Families’ guidance.	HSE, maternity units, paediatricians, multi-disciplinary teams, GPs, disability service providers

	Themes	Objectives	Actions	Who
67			We will deliver a model of disability services that provides support for positive risk-taking.	HSE, disability service providers
68		Participate in the everyday life and activities of their communities.	We will roll out an implementation programme for the New Directions Personal Support Services for Adults with Disabilities.	HSE, disability service providers
69			We will fund Local Area Co-ordination pilots through Pobal, and evaluate the outcomes to identify any learning which is of wider applicability.	Pobal, DoH, HSE, disability service providers
70			We will develop actions at community level to build and sustain for disability-competent and welcoming communities.	DoE, local authorities, Pobal
71			We will ensure that new buildings and facilities for arts, sport or leisure are based on universal design principles.	Department of Tourism Transport and Sport (DTTaS), Department of Arts, Heritage and the Gaeltacht. (DAHG), The Irish Sports Council, local authorities
72			We will foster disability awareness and competence in voluntary, sporting, cultural and other organisations and ensure that disability is fully reflected in funding programmes.	DTTaS, DAHG
73		Be an active citizen.	We will fully support persons with disability in the achievement of active citizenship and engagement.	All Departments and disability service providers
74			We will progress accessibility of voting and voter information, building on learning from National Disability Authority (DNA) research and from experience and best practice.	DoE

	Themes	Objectives	Actions	Who
75		Children and adults with disabilities have timely access to assessment and early intervention, and the therapy, rehabilitation or mental health services they require.	We will complete the programme to provide area-based multi-disciplinary therapy teams for early intervention ad school-age services in all areas.	HSE
76			We will finalise and implement Specialist Services Guidance which examines how the needs of certain children with complex disabilities, including children with autism, will be met by children’s disability teams.	HSE
77			We will implement the Outcomes for Children and their Families Framework, which applies to all children and families accessing children’s disability services, including children with autism.	HSE, DoH
78			We will evaluate the effectiveness of the Progressing Disability Services for Children and Young People Programme in meeting the needs of children with disabilities, including children with autism.	HSE, DoH
79			We will agree protocols, within available resources, between disability services and mental services to ensure appropriate access for people with disabilities and mental health issues, including people with autism, to mental health services.	HSE, DoH

	Themes	Objectives	Actions	Who
80			We will develop an implementation framework for the Neuro-Rehabilitation Strategy and make a major capital investment in the National Rehabilitation hospital.	HSE, DoH
81			We will ensure full implementation of a Vision for Change.	HSE, DoH
82			We will develop and implement effective national joint working protocols between Child and Adolescent Mental Health Services (CAMHS), disability services and education to ensure children and young people with disabilities can access CAMHS services.	HSE, DoH, TUSLA
83		Disability services are delivered to high quality standards and in line with international best practice.	We will ensure continued HIQA registration, regulation and inspection of disability services against standards and regulations, and provide for the next round of inspections with particular focus on thematic inspections against key quality of life outcomes.	HIQA
84			We will undertake a review of the regulations in a consultative process, which will be informed by the NDA review of the first year of inspection process for disability residential services.	DoH
85			We will continue the work of the Quality Improvement Team in HSE Disability Services, and extend it to key non-HSE providers. We will also complete a review of quality frameworks and implement the findings.	
86			We will support the embedding of a new model of disability service provision through projects such as Next Steps and other innovation programmes.	HSE, disability service providers

	Themes	Objectives	Actions	Who
87		People with disabilities are involved in the planning, design and evaluation of disability services.	The National Disability Stakeholders Group, which includes a number of individuals appointed in their own personal capacity to bring their lived experience to the table, will continue to serve a central role in shaping the new National Disability Inclusion Strategy.	DJE, NDA
88			We will progress proposals of the Reference Group on mental health service users' involvement.	HSE, mental health services
89			We will complete the work of Working Group 3 Transforming Lives on user engagement, and progress emerging action plan.	HSE, disability service providers
90		Individualised funding to be introduced and the option of a personal budget.	<p>We will devolve budgets to the person so that he or she may shop beyond traditional service providers to better fit his or her needs. To do so, we will establish a Taskforce within three months on the implementation of personalised budgets for persons with disabilities. Core to this Taskforce will be:</p> <ul style="list-style-type: none"> • The adoption of a single national coherent application system to develop budgets before end 2017; • The adoption of a single national coherent system of accountability for the spend; • Exploring brokerage models whereby people are assisted to connect with and purchase the services that actually meet their own needs; • Actively monitoring practice, usage and trends and especially the linkage between personalised budgets, employability and employment rates as well as community living. 	Personalised Budgeting Task Force (PfG Commitment), relevant Departments and agencies

	Themes	Objectives	Actions	Who
91			We will adopt and implement a single needs assessment tool for disability services.	DoH, HSE
92		People with disabilities are supported to live an independent life in a home of their choosing in their community	We will implement a plan to complete the closure of residential institutions and transition to a new model of personalised support in the community, in line with the Time to Move On report.	DoH, HSE, DoE, service providers
93	Housing		The Programme for Partnership Government (2016) aims to reduce the number of people living in congregated settings by at least one-third by 2021 and to ultimately eliminate all congregated settings. We will move 165 people from 14 high priority residential institutions in 2016.	DoH, HSE, DOE, service providers
94			We will extend the National Housing Strategy for People with Disability 2011 – 2016, and continue to deliver on its aims and to guide and progress policy.	DoE
95			We will develop a strategy and support services for people with disabilities who have early onset dementia, including specialist facilities as required.	DoH, HSE
96		New homes are designed to Universal Design standards and can be readily adapted to people's changing needs	We will develop for consideration by Government proposals for a new Part M Building Regulation in relation to housing, building on NDA work in Building for Everyone, Universal Design Guidelines for Homes in Ireland (UD Homes.)	NDA

	Themes	Objectives	Actions	Who
97			We will complete and disseminate the NDA guidance on autism for housing professionals.	NDA, DoE, local authorities
98			We will continue to provide support for people with a disability through the suite of Housing Adaptation Grants for Older People and People with a Disability.	DoE, NDA
99	Transport & accessible places	Persons with disabilities are as able as their neighbours to get to their destination.	We will improve the accessibility of public transport, especially inter-city buses, rural transport and accessibility of train stations, with a focus on linking up the different forms of transport and transport information.	DTTaS
100			We will monitor user experience of public transport and make recommendations as appropriate based on user's findings for necessary improvements.	NDA
101			We will examine and evaluate options to provide access to transport especially in dispersed communities and action the findings.	DTTaS
102			We will develop a Code of Practice for accessible public areas of public sector buildings.	NDA
103			We will keep the Code of Practice for heritage sites under review and examine recommendations for amendments made in the light of experience of its application.	NDA
104			We will develop accessible outdoor recreation facilities especially footpaths and trails.	Local authorities, Irish Sports Council

	Themes	Objectives	Actions	Who
105			We will implement the programme of dishing of footpaths in urban areas, in line with guidance from the NDA publication Building for Everyone.	Local authorities
106		Public transport in both urban and rural areas is accessible.	We will ensure further roll-out of accessible inter-city coaches and accessible regional/rural coach and bus stops.	Bus Éireann, local authorities
107			We will review operational issues in relation to the need for advance notice of accessibility requirements for train travel with a view to reducing barriers for service users with disabilities.	Iarnróid Éireann
108			We will continue to implement on-board audio and written announcements on public transport.	CIE
109		Persons with disabilities are able to access buildings and their facilities on the same basis as everyone else.	We will introduce Continual Professional Development on Universal Design for architects, to encourage application of NDA guidance such as Building for Everyone and Universal Design Guidelines for Homes in Ireland.	NDA, Royal Institute of the Architects of Ireland
110			We will promote and integrate ISO Guide 71/CEN Guide 6: 2014 Guide to address accessibility in standards, and ensure that terminology used is consistent with international best practice guidelines.	National Standards Authority of Ireland, Government Departments and agencies with a role in developing standards and guidelines, NDA

	Themes	Objectives	Actions	Who
111		Planning and design of public buildings and public spaces is informed by engagement with people with disabilities and other users across the spectrum of age, size, ability and disability.	We will ensure, as far as practicable, the promotion of accessible user engagement in design and planning, including public procedures under Planning Acts.	Local authorities

(The addition of a 5th column (‘progress to date’) will make this Chapter and Table the annual report on progress and the Strategy itself is a living document with further consultation processes planned for future years building on progress and leading to a 2018, 2020 etc. version to follow on the 2016 iteration.)