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Disability Action Plan 2025-2030 – Six Monthly Update June 2026

	Status Key	No of actions	% of actions
	Fully Achieved	19	83%
	Partially Achieved	1	4%
	Not Achieved	2	9%
	Not Yet Due	1	4%
Total actions		23	100%

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Aim 1: Promoting positive attitudes towards disabled people

Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers					
Area: Staff Training					
Action	Aims and Objectives	Measurable Outputs ¹	Timescale	Lead Business Area	Progress Update as at 31 March 2026
1. Deliver staff training to ensure staff understand the requirements relating to disability equality legislation and disability awareness, including hidden disabilities.	Ensure staff are up to date with required disability training, how it relates to their work and the importance of being treated with dignity, fairness, equality, and respect.	MO 1: Development of an eLearning course on Disability Awareness co-produced with disabled people.	Over the lifetime of the plan.	Learning and Development. Equality Unit.	Partially Achieved MO1: A bespoke eLearning course on Disability Awareness is in development. In the interim, all staff are required to undertake mandatory eLearning courses which address issues of disability and treatment. MO2: Each of the eLearning courses contains a requirement to test knowledge and an associated pass mark to demonstrate understanding. Staff who undertook the test demonstrated improved knowledge by achieving the pass mark. Monitoring is regularly checked to ensure compliance with
		MO 2: Monitoring records show training has been delivered			
		MO 3: Evaluation of training shows increase in staff knowledge of disability legislation and related issues.			

¹ MO: Measurable Output

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Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers					
Area: Staff Training					
Action	Aims and Objectives	Measurable Outputs ¹	Timescale	Lead Business Area	Progress Update as at 31 March 2026
		MO 1: Evaluation of Masterclasses shows increase in staff awareness and knowledge.			mandatory learning and tracked accordingly. MO3: Staff are required to pass an assessment to demonstrate knowledge and understanding. The new LMS will include an evaluation framework to demonstrate applied understanding of all learning undertaken.
2. Offer staff Masterclasses focusing on a range of disabilities.	To raise staff awareness on a range of disabilities and how they impact on people's lives.	MO 1: Staff feedback on the value of the course and their preparedness to cater for SEND groups.	Over the lifetime of the Action Plan.	Learning and Development.	Fully Achieved. MO1: Staff are required to complete evaluation using survey monkey site. As part of the evaluation of masterclasses within National Learning campaigns several responses indicate new insights or changed perspectives, e.g. comments about sessions being "eye-opening" and shifting how participants think about their achievements or role. Participants describe sessions as "informative," "thought-provoking," and

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Area: Staff Training					
Action	Aims and Objectives	Measurable Outputs ¹	Timescale	Lead Business Area	Progress Update as at 31 March 2026
					providing “a wider body of knowledge and experience”, suggesting learning took place. Feedback highlights value from different perspectives and cross-parliamentary learning, which supports broader understanding and knowledge exchange.
3. All Education and Youth Assembly Officers complete the course ‘Developing SEND ² Inclusive Learning with Confidence’.	Ensure staff are trained in delivery of Educational programmes to SEND groups.	MO 1: All staff involved in creating content or online publishing are offered training.	All Education and Youth Assembly Officers will have completed training by March 2026. <i>At the SLT meeting on 7 July 2026, a timeline extension to September</i>	Education Service and Youth Assembly	Not Achieved. MO1: One Education Officer has completed the course. Places are confirmed for an Education Officer and the 3 Youth Assembly Officers to complete this online course in June 2026. The third Education Officer will do the course in Spring/ Summer 2027. (All members of the Participation and Outreach Team are also booked to complete the course this year).

² SEND refers to Special Educational Needs and Disability.

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Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers					
Area: Staff Training					
Action	Aims and Objectives	Measurable Outputs ¹	Timescale	Lead Business Area	Progress Update as at 31 March 2026
			<i>2027 was approved.</i>		
4. Continue to deliver training, and provide guidance, to ensure staff who are content creators/publishers, understand online accessibility and compliance with the requirements set out in relevant regulations ³ .	To ensure that staff, who are content creators/publishers, are aware of the latest accessibility guidance and know how to apply it in their work.	MO 2: Monitoring records show training has been delivered to relevant staff. MO 3: Video guides, advice, and guidance are made available on intranet for all staff and updated as required.	Over the lifetime of the plan.	Communications Office.	Fully Achieved. MO1: Web publishing training, with a particular focus on accessibility, continues on a regular basis for all staff involved in web publishing. MO2: New staff designated as CMS content editors in their business area are provided with training materials and one-to-one training as required. MO3: In January 2026 training was provided to a number of CAMS staff for the new Delegated Legislation process on the website. Two virtual training sessions were provided, with one-to-one sessions bookable afterwards

³ [The Public Sector Bodies \(Websites and Mobile Applications\) Accessibility Regulations.](#)

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Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers					
Area: Staff Training					
Action	Aims and Objectives	Measurable Outputs ¹	Timescale	Lead Business Area	Progress Update as at 31 March 2026
		MO 4: Monitoring records show that awareness training has been delivered to interested staff.			for anyone that needed additional support. A guidebook was produced as well as video instructions to ensure training was provided in several formats. MO4: Awareness training is offered to staff annually. Refresher training is offered to existing publishers on request. MO5: Training materials are updated as appropriate and to reflect the latest in accessibility best practice. These training materials and a specially designed accessibility guidance section are all clearly signposted and available from the homepage of the staff intranet. A reduced number of enquiries from staff about suggests an increase in knowledge about accessibility.
		MO 5: Evaluation of training shows increase in staff knowledge.	Over the lifetime of the plan.		
	General awareness training on online accessibility is offered once a year to all staff.	MO 6: Monitoring records show training has been delivered to all relevant staff.	Annually.		

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Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers					
Area: Staff Training					
Action	Aims and Objectives	Measurable Outputs ¹	Timescale	Lead Business Area	Progress Update as at 31 March 2026
		MO 7: Evaluation of training shows increase in staff knowledge of accessibility best practice.			MO6: The web team continue to publish all content in an accessible format and monitor the work of content publishers for compliance, offering help and guidance where appropriate. MO7: A reduced number of enquiries from staff about suggests an increase in knowledge about accessibility.
	Specialised accessibility training is provided to CMS ⁴ editors in web team.		As and when required.		

⁴ Content Management System.

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Corporate Strategy 2023-2028 High Level Objectives:					
1. Make the work of the Assembly more accessible 2. Develop and implement a strategy for communicating the impact of the Assembly					
Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
5. Continually improve the accessibility of our website and digital offerings, and strive for compliance with accessibility regulations.	Complete the website redevelopment project by 2028 taking into account potential accessibility barriers and creating a site which allows all users to perceive, understand, navigate, interact with and contribute to the site.	MO 1: Track and consider 80% of user-reported accessibility issues within a 3-month timeframe.	Development stage commenced in Autumn 2024. Consideration of issue within 3 months of reporting.	Communications Office.	Fully Achieved. The new Assembly website will be delivered during the lifetime of this action plan. Work to appoint an external web partner began in December 2025. During the discovery phase, accessibility-focused research was carried out through a survey and an online stakeholder session, and this feedback informed the discovery report. MO1: The Assembly's website redevelopment project has embedded accessibility from the outset, including user research, surveys, and stakeholder sessions focused on identifying accessibility barriers. Ongoing content checks ensure that all new website and social media material meets accessibility

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Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					standards before publication, supported by guidance. Accessibility issues reported by users are rare, but when they do arise, the Web Team receives them promptly through regular check-ins with Business Areas. Every reported issue has been addressed quickly, typically on the same day and always within two days. This far exceeds the target of tracking and considering 80% of user-reported accessibility issues within three months, demonstrating a responsive and effective process for identifying, reviewing, and resolving accessibility concerns. MO 2: The Web Team regularly checks the most popular content on sites for accessibility and amends as appropriate.

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Corporate Strategy 2023-2028 High Level Objectives:

1. Make the work of the Assembly more accessible
2. Develop and implement a strategy for communicating the impact of the Assembly

Area: Communication and Feedback

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
		MO 2: Consider the top 5 most frequently accessed pages with accessibility barriers with a view to addressing the issues if possible.	Every six months.		MO3: WCAG 2.2 AA compliance in line with The Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018 is a <u>minimum requirement</u> of the new website. The website will be designed and tested with accessibility in mind and audited following launch to test and remediate any issues. A manual spot check of the website is planned for Summer 2026. MO4: Accessibility Statements are updated as appropriate as a result of manual annual audits carried out by the Web Team, however no recent manual audits
		MO 3: Conduct annual accessibility audits using tools like WebAIM WAVE to measure against WCAG 2.2 AA standards. Record and report any issues to the IS Office for development support.	Annually.		

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1. Make the work of the Assembly more accessible 2. Develop and implement a strategy for communicating the impact of the Assembly					
Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
		MO 4: Update website accessibility statement annually based on audit results.	Annually.		have required Statement updates. MO 5: Early work on the feasibility of a new NIA Content Strategy began in March 2026. An early draft has been devised and the need to complement the strategy with a content governance framework and guidance materials has been identified. Discussion with colleagues in the Scottish Parliament (who are a few years into their own Content Strategy) has also identified a number of challenges to implementation. An organisation-wide content strategy will also require senior management approval and support for adoption. Scoping work continues. MO6: A draft content strategy and paper has been created for senior management and is pending consideration and next steps.
	Investigate the feasibility of a Content Strategy to accompany the website redevelopment project that provides direction on how to standardise and present all published information in a more user-friendly and accessible manner for all users.	MO 5: Establish the parameters for the formulation of a content strategy.	In line with the lifetime of the website redevelopment project.		

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Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					MO7: Resource implications will be considered as part of the further scoping work.
		MO 6: Produce a paper with recommendations for Heads of Business.			
		MO 7: Establish resource implications to deliver the content strategy recommendations.			
6.Communicating the work of the Assembly.	Provide sign language interpretation for the Northern Ireland Assembly Question Time and occasional special events.	MO 1: Sign language interpretation (British Sign Language, BSL & Irish Sign Language, ISL) is provided for at least one Northern Ireland Assembly Question Time per	Over the lifetime of the plan.	Parliamentary Services.	Fully Achieved. MO1: Sign language interpretation in both British and Irish sign language was provided for the following: - One Question Time per week, with QT to The Executive Office always interpreted.

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Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
		week, with Question time to The Executive Office (TEO) always to be interpreted; and that certain special events, such as the first sittings in a new mandate, are sign language interpreted (subject to availability).			Sign language interpretation in both British and Irish sign language has also been provided at meetings of the Committee for Communities to support the scrutiny of the Sign Language Bill. During the Bill Committee Stage, sign language interpretation has been provided, including: - Face to face interpretation between committee Members and witnesses from the Deaf community - Simultaneous interpretation of committee sessions relating to the Sign Language Bill - Translation of call for evidence materials - Interpretation of sign language evidence submitted via video - Stakeholder engagement sessions

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Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					- Provision of short update videos for social media - Summary of Committee Bill Report available in BSL and ISL Consideration Stage of the Sign Language Bill was broadcast with BSL and ISL. Amendments were interpreted in BSL and ISL and available on the NIA website prior to the Consideration Stage debate. Weekly classes in BSL and ISL for Committee for Communities Members and staff, which commenced in the last quarter of 2025, continued in January and February 2026. This enabled those Members who participated in the plenary debates on the Bill to sign the initial part of their speeches.

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Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					Proceedings and resources with BSL and ISL are available on the Assembly's website. A sign language section has been created on the Assembly's website which is linked to the home page. This section includes proceedings with sign language interpretation and all materials that have been translated into BSL and ISL, including visitor experience resources.
	The new Assembly website will be compliant with The Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018.	MO 2: Manual accessibility website audit conducted.	Two yearly over the lifetime of the plan (2026, 2028 and 2030).	Communications Office.	Not Yet Due MO2: New content on the website and on social media is checked for accessibility prior to publication on a continuing basis. The Web Team regularly checks the most popular content on sites for accessibility and amends as appropriate.

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Corporate Strategy 2023-2028 High Level Objectives:					
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Area: Communication and Feedback					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					Work has taken place with our content management service support providers to improve the accessibility of the website by fixing issues highlighted by the web-content manager as a result of manual accessibility audits. This has notably improved the accessibility of the website. The Assembly website accessibility statement will be updated to reflect the fixes. Auditing on the new website will take place on a scheduled basis once it goes live.
7. Monitor feedback from the visitor experience in Parliament Buildings with a focus on customer service, public facilities and accessibility to Assembly business.	The Visitor Survey is mainstreamed across services which interface with the public in order to collect data to inform access and service provision.	MO 1: Visitor survey feedback considered and action taken as appropriate.	Every six months.	RaISe has responsibility for the analysis of survey responses. Public Engagement to forward any issues raised to relevant business area.	Not Achieved. MO1: The Visitor Experience Team intend to develop a short visitor survey following the appointment of new staff. The Visitor Experience Team will engage with RaISe and seek advice from the Equality Unit at

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Area: Communication and Feedback					
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					that time to assist with question refinement and analysis.
8. Identify opportunities to promote positive attitudes of disability through images on the Assembly website, on social media and in Assembly publications.	We will have a corporate approach to the use of staff and visitor images which promote positive attitudes towards disabled people.	MO 1: Review of images used in Assembly communications to ensure they are representative of people in the community and, where possible, of people engaging with, or participating in, Assembly Commission services, including those with a disability.	Ongoing over the lifetime of the Action Plan.	Communications Office.	Fully Achieved. MO1: This is an ongoing commitment that is factored in to our social media campaigns and carried out as appropriate. For example, in this reporting period we carried out a social media campaign to encourage people to take part in a survey related to the upcoming Disabled People's Parliament. This campaign featured graphics containing images promoting positive attitudes of disability. The campaign involved organic social media content, paid-for social media ads, an online survey and a new section on the Assembly website. It was a great success, resulting in over 1000 responses. This invaluable feedback helped inform the discussion topics for

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Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					the Parliament and helped involve and engage those affected most. During this reporting period, we also ensured that the recruitment campaign for the next mandate of the Youth Assembly included fully accessible content and that we featured those with a disability who had previously engaged with the body. The Communications Office routinely continue to identify opportunities to use representative images as and when appropriate.

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Corporate Strategy 2023-2028 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees					
Area: Engagement and Participation.					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
9. Awareness days (including those related to particular disabilities) to be marked/celebrated by the Assembly Commission, including annual plan of engagement events.	To mark awareness days over the course of the action plan with the aim of raising awareness of particular disabilities as well as demonstrating how people can participate in the work of the Assembly. A targeted approach will be adopted to identify the most relevant awareness days.	MO 1: Awareness days will be delivered on an annual basis.	Annually.	Public Engagement.	Fully Achieved. MO1: A social media post was published to mark International Day of People with Disabilities, along with content from the 2025 Disabled People's Parliament. The Team is also making plans to mark Carer's Day in June 2026. The Team will mark other awareness days together with ongoing work in the wider Assembly and in conjunction with the Assembly Commission Charity of the Year.
	Offer inclusive and bespoke activities suitable for pupils.	MO 1: Increased number of SEN schools and pupils taking part in education programmes	Over the lifetime of the plan.	Education Service.	Fully Achieved. MO1: Fully achieved for this reporting period and systematically implemented as part of the Education Service's core activities. At this time,

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Corporate Strategy 2023-2028 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees					
Area: Engagement and Participation.					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
10. Continue to encourage SEN ⁵ schools, and mainstream schools with SEN pupils, to take part in the education programmes.		either through a visit to Parliament Buildings, a virtual session or an outreach session.			plans are underway for the next Professional Learning Event for teachers from Special Schools and SEND units in mainstream schools, to take place on 24 April 2026. Between 1 April 2025 and 31 March 2026, 15 SEN groups (258 young people) participated in the Education Programme. There was one virtual engagement and 14 visits to the building, including 5 Special Schools, 2 FE colleges, a mainstream school SEN Unit, a Special School as part of a Shared Education group (with a mainstream primary and secondary school), Groomsport ISLU, Mencap NI and Newtownabbey Educational Guidance Centre. A further 7 groups are booked in between April and June 2026. These figures represent an almost 67% increase in the number of SEN

⁵ SEN refers to Special Educational Needs

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Corporate Strategy 2023-2028 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees Area: Engagement and Participation.					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
		MO2: Positive feedback from teachers.			groups participating in the programme (up from 9 groups in 2024-25).
	Develop more visual/sensory resources for children with special educational needs.				MO2: Feedback from school groups is extremely positive, with 100% of teachers/leaders who completed a feedback form saying that they would recommend the visit to others. An accessibility video on the Education Service website shows young people what to expect from a visit, and a new feature was added to animations to allow them to be slowed down. New explainer animations are signed and subtitled, with transcripts. A new poster produced in 2025 for school classrooms on the roles of the Assembly and Executive has minimal text.
11. Deliver accessible tours of Parliament Buildings.	To provide people with additional needs the opportunity to	MO 1: Increased delivery of specific accessible tours.	Over the lifetime of the plan.	Public Engagement.	Fully Achieved.

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Area: Engagement and Participation.					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
	take part in a tour of Parliament Buildings.	MO 2: Over the course of the plan measure uptake of these tours.			MO1 & MO2: There has been an increase in requests for adjustments to improve accessibility to tours for individual groups. The Visitors' Experience Team remains committed to providing accessible tours for visitors with additional needs and these are available upon request. Within the reporting period the team facilitated delivery of signed tours to support the Sign Language Bill. This work is on-going and now considered part of the VET's routine provision. The team have learned through experience that the best way to provide for the specific needs of groups is to work with each organiser individually and create a tailored offer depending on their needs.

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Corporate Strategy 2023-2028 High Level Objective: Make the work of the Assembly more accessible					
Area: Awards, Accreditations and Standards					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
12. Maintain Autism Friendly Award.	To show our commitment to ensuring that Parliament Buildings is a welcoming place for autistic people and their families.	MO 1: Standards met as required.	Annually.	Facilities.	Fully Achieved. MO1: The National Autistic Society's Autism Friendly Accreditation was received in 2011 and was maintained during 2025-2026.
13. Work with RNID and others to provide accessible services for service users who are deaf or with hearing loss. 'Service users' includes visitors, building users and staff.	To show commitment to improving access to Parliament Buildings for people with deafness, tinnitus and hearing loss.	MO 1: Annual review of disability access audit findings.	Annually.	Facilities.	Fully Achieved. MO1: Building Services continue to work with RNID to ensure Parliament Buildings is accessible for service users who are deaf or with hearing loss. The Disability Access Audit was completed in October 2025 and the findings have been presented to the Senior Management Team. Actions arising from the audit are now being progressed. Smaller, low-cost improvements are being addressed through business-as-usual activity, while larger-scale works have been identified and prioritised for inclusion within the capital programme.

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Corporate Strategy 2023-2028 High Level Objective: Make the work of the Assembly more accessible					
Area: Awards, Accreditations and Standards					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
14. Maintain membership of the Disability Confident Scheme. Disability Confident is a government scheme that encourages employers to recruit, retain and develop disabled people.	To ensure that, as an employer, we continue to enable disabled people to have the opportunity to fulfil their potential.	MO 1: Membership of the Disability Confident Scheme is maintained.	2025	Human Resources Office.	Fully Achieved. MO1: Membership of Disability Confident Scheme has been maintained.
15. Maintain JAM (Just a Minute) Card standards.	To make Parliament Buildings a welcoming place for people with a learning difficulty, autism or a communication barrier.	MO 1: Renew JAM card license each year. MO 2: Ensure new employees complete the JAM card e-learning course.	Over the lifetime of the plan	Learning and Development.	Fully Achieved. MO1: JAM Card licence renewed. MO2: All new staff are required to undertake the JAM Card awareness eLearning as part of their onboarding process.

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Aim 2: Encouraging the participation of disabled people in public life

Corporate Strategy 2023-2028 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create opportunities to build networks and teams					
Area: Representation					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
16. Continue to engage with our External Disability Advisory Group (EDAG). EDAG is made up of practitioners and representatives from the disability sector who assist with the development and implementation of the Disability Action Plan.	Engagement and participation of disabled people and their representative groups continues to inform the implementation of the Disability Action Plan.	MO 1: Full meeting of the Group is held once or twice a year (or as agreed by the Group) and separate meetings on particular initiatives/issues are held as required.	Meetings arranged as required throughout the lifetime of the Action Plan.	Equality Unit.	Fully Achieved. MO1: A meeting of the External Disability Advisory Group was held on 25 September 2025. MO2: Not yet due.
		MO 2: Membership is reviewed every two years to ensure a full range of disability organisations are represented on the Group.	Review of membership carried out every two years: by June 2027 and 30 June 2029.		
17. Continue to provide short-term supported placements for people with a	To provide opportunities for people with a disability to develop their skills	MO 1: Further short-term supported placements are facilitated during	First placement to be facilitated by 31 March 2026 and further	Human Resources Office.	Fully Achieved. MO1: The placement was completed on 3 March 2026. The individual developed their skills

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Corporate Strategy 2023-2028 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create opportunities to build networks and teams					
Area: Representation					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
disability under the Apprenticeship and Placement Framework.	and confidence in the workplace and gain meaningful work experience.	the lifetime of the Plan.	placement by 31 March 2028.		across IT systems and processes within Office of the Examiner of Statutory Rules, and attended plenary to gain further insight into the Assembly's work.
18. Hold a Disability Parliament as part of a series of citizens parliaments.	To afford people with Disabilities the opportunity to have their voices heard on issues that are important to them.	MO 1: Annual Parliament for People with Disabilities is held.	Annually.	Public Engagement.	Fully Achieved. MO1: The Disabled People's Parliament took place on Friday 21 November 2025.
19. Young people with disabilities are represented on the Northern Ireland Youth Assembly.	To ensure the Northern Ireland Youth Assembly is representative of the youth population of Northern Ireland.	MO 1: Young people with disabilities are represented on the Northern Ireland Youth Assembly.	Throughout the lifetime of the DAP. Youth Assembly recruitment happens every 2 years (2025, 2027, and 2029).	Youth Assembly.	Fully Achieved. MO1: Young people with a range of disabilities are represented on the Northern Ireland Youth Assembly. The Youth Assembly recruitment process is designed to ensure that young people from all section 75 categories are represented including those with disabilities. According to the data from Assembly Research Service, 11% of
	To ensure that the voices of young people with disabilities are heard in the				

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Corporate Strategy 2023-2028 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create opportunities to build networks and teams					
Area: Representation					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
	Northern Ireland Assembly.				individuals in the 12-16 age group have a disability. In the 2025-2027 cohort, 18 out of 90 Youth Assembly Members (20%) identified as having a disability. These included physical impairments, mobility challenges, and learning differences such as dyslexia, ADHD and autism. All participants received support to ensure they could engage fully and meaningfully, including making reasonable adjustments with written materials and making appropriate access arrangements for in-person events. Young people with disabilities in the Youth Assembly have opportunities to have their voices heard in plenaries, committees and during project work undertaken by the Youth Assembly.

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Monitoring and Reporting

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
20. Ensure staff are kept up to date on progress on new Disability Action Plan.	To raise staff awareness of the work the Assembly Commission is doing on disability and of wider disability issues.	MO 1: Once the Plan is approved, staff are kept informed on progress on the results of the consultation; where to find the final agreed Plan and what the Plan contains.	May 2025	Equality Unit.	Fully Achieved. MO1: The Disability Action Plan 2025-2030 was published on the staff intranet and Assembly website on 8 July 2025, and an email was issued to staff advising them of its availability. MO2: An email was issued to staff advising them about the publication on the website of the first six-monthly progress report in December 2025.
		MO 2: Staff are notified by email of availability of six-monthly updates on the website.	Bi-annually		
21. Report on progress to Senior Management Team (SMT) every six months and the Assembly Commission every year.	To ensure that we deliver on the targets in our plan and that we keep staff and the public informed of progress.	MO 1: Following consultation with business areas, six-monthly updates are prepared for SMT and annual updates for the Assembly Commission.	Bi-annually	Equality Unit.	Fully Achieved. MO1 & MO2: This first six-monthly progress report on the Disability Action Plan 2025-2030 covering the 1 April 2025 to 30 September 2025 period was tabled at SMT in December 2025 and subsequently published on the Assembly website. The annual progress report will be tabled at SMT and the Assembly Commission in July 2026 and,
		MO 2: Approved six-monthly updates are published on the Assembly website.	Bi-annually		

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Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
					once approved, published on the Assembly website.
22. Report on progress yearly to the Equality Commission.	To ensure that we deliver on the targets in our plan and that we keep the Equality Commission informed of progress.	MO 1: Following approval by SMT and the Assembly Commission, annual progress reports are prepared and submitted to the Equality Commission.	June each year (ECNI deadline for submission is 31 August each year).	Equality Unit.	Fully Achieved. MO1 & MO2: The annual progress report for 2024/2025 was submitted to the Equality Commission for Northern Ireland on 25 June 2025 and was published on the website. The annual progress report for 2025/2026 will be submitted in July 2026.
		MO 2: Following a meeting with the Equality Commission to discuss annual report content, reports are published on the Assembly website.	October each year		
23. Carry out a five-year review of our Disability Action Plan.	To review our plan to make sure it is effective and achieve what it sets out to do.	MO 1: Review of the Disability Action Plan is carried out, in consultation with business areas, and presented to SMT and the Assembly Commission.	2030	Equality Unit.	Not yet due

Unrestricted

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Report
		MO 2: Once approved, the review is published online. Email is issued to staff and stakeholders to inform them the review is available.	2030		