

# National Disability Authority Annual Report 2002

## Towards a National Disability Strategy: Overview

### ***Introduction***

On the publication of its Annual Reports, 2001 and 2002, the National Disability Authority (NDA) presents this overview highlighting key issues to be addressed by Government and calling for a National Disability Strategy.

The Commission on the Status of People with Disabilities marked a watershed in the development of Irish disability policy. The importance of establishing a rights-based approach was acknowledged formally. This shift has been reflected in Government commitment to mainstreaming programmes and services for people with disabilities, and in the establishment of the NDA in June 2000 to progress this agenda.

The NDA, having adopted a rights-based approach within its first *Strategic Plan, 2000 – 2003 "A Matter of Rights,"* works with Government, the public, and other stakeholders to ensure that there is ongoing improvement in services and everyday life for people with disabilities.

In fulfilling its statutory function to advise the Minister for Justice, Equality and Law Reform and keep him informed of developments in relation to any disability of persons which concern issues of policy and practice, the NDA presents the following report.

### ***Policy Development***

From the outset, the NDA focused on implementing change in strategic areas of public policy namely education, health, income adequacy, training and employment, and transport and on crosscutting inter-Departmental issues of concern to people with disabilities.

During this period there have been a number of positive developments in progressing the disability agenda. These include:

- Increased resources in key policy areas such as education and health;
- The development of key policy instruments including the National Anti-Poverty Strategy (NAPS), Programme for Prosperity and Fairness Partnership Agreement, National Development Plan, and Programme for Government;
- Commitment to the mainstreaming of policies and service delivery for people with disabilities;
- Development of a National Statistical Framework Strategy;

- Commitment to disability specific legislation;
- Commitment to new institutional supports to promote the disability/ equality agenda.

The NDA, in addressing these policy issues, has identified a number of aspects hindering progress in meeting Government commitments. While there has been progress in all policy areas, it has been fragmented and piecemeal with more advancement in some areas than others, and there remains much more to be done. There is a demonstrable lack of understanding of mainstreaming and its implications for the development and delivery of policy and services. The lack of a coherent strategy to deliver on the disability agenda is characterised by the following:

- Lack of coherent policies on mainstreaming;
- Lack of appropriate supports for mainstreaming measures;
- Delays in implementing commitments, including the introduction of specifically tasked organisations;
- A lack of baseline data impacting negatively upon service planning and mainstreaming;
- Difficulties in accessing information and general information deficits which result in a lack of evidence to support evidence-based change;
- Inadequate funding of services, organisations and schemes;
- Policy changes with negative effects upon, or lack of recognition of, people with disabilities;
- Lack of co-ordination of services.

These concerns are evident throughout the key policy areas.

The NDA, having made a contribution, welcomed the *National Health Strategy: Quality and Fairness, A Health System for You*. The Strategy promotes a holistic model of health, recognising that health is a cross-sectoral issue.

Significantly for people with disabilities, there are commitments to develop new legislation for clear statutory provisions on entitlement to services within a reasonable timeframe, the promotion of advocacy services, the development of a mental health policy framework, programmes to promote positive attitudes about mental health and the transfer of all people with intellectual disabilities from psychiatric facilities by 2006.

Disappointingly, there has been significant slippage on a number of time-frames. The lack of resources and funding to enable the implementation of the Mental Health Act 2000 is of serious concern. Without such funding mental health services continue to operate under the 1945 Mental Treatment Act, which breaches Ireland's international human rights commitments. The NDA is concerned about the lack of progress in improving mental health provision.

While the NAPS recognises that poverty of people with disabilities is a national concern, it is disappointing that it does not yet contain targets for the reduction of poverty for people with disabilities. The lack of data specific to the income, employment status and standard of living of people with disabilities has hindered

progress in improving the economic situation of people with disabilities relative to the whole population. These data gaps should be addressed.

The implementation of NAPS across the key policy areas of income adequacy, employment, education, health, and housing is challenging within the context of limited resources and poor economic forecasts. The NDA considers that it is essential that a commitment to reduce inequalities drives this implementation. The NDA continues to work to ensure that people with disabilities are identified in future NAPS and National Action Plan Against Poverty and Social Exclusion (NAPS/incl) strategies.

The cost of disability in Ireland remains a critical issue for people with disabilities, and is a key crosscutting issue for Government – currently the focus of an inter departmental working group. The NDA has commissioned major research in this area to assist the working group.

Within the Education sector plans were made to establish a National Council for Special Education while an Education Welfare Service was established. However, these have been delayed and this has negatively impacted on progressing access to quality education for children and students with disabilities.

Despite increased investment there is a significant lack of co-ordination of services in education along with a delay in putting in place the necessary supports. This includes the need for a database on children and students with special educational needs, appropriate qualifications for personnel, needs assessment and individual education plans for children and students with disabilities. Equal citizens require equal educational opportunities.

The lack of data and information on how people with disabilities transfer and progress from education to training and employment is a significant hindrance to developing appropriate services and must be addressed. A lack of departmental responsibility and ownership in progressing the disability agenda within and between Departments is characterised by poor information.

Similarly, the lack of data on public expenditure on accessible transport by various Government Departments results in a paucity of information on what accessible transport stock is in existence, who is using it and for what purposes. Multiple funding sources and a lack of cross-departmental co-ordination compounds this situation.

While there have been significant advances in the provision of accessible transport, the lack of regulation of taxi/hackney services and lack of coordination and integration between the different modes of transport is a concern. A formal accessible public transport policy approved by Government is required.

There is a need for the development of mechanisms to ensure Government Departments work effectively on crosscutting issues such as transport, income adequacy, training and employment. The NDA sees the way forward as a comprehensive National Disability Strategy which would draw together departmental policies to create an action plan for the progression of mainstreaming and the Government's disability agenda.

## ***Legislation***

Improving the quality of life for people with disabilities is dependent on the quality of disability legislation. Such legislation is necessary to remove barriers to participation, enabling people with disabilities to live with independence, dignity and choice. The Authority made a significant submission in relation to the development of domestic disability legislation and, at the request of the Government, facilitated consultation with the disability sector which resulted in the formation of the Disability Legislation Consultation Group (DLCG).

The NDA seeks disability, health and education legislation that supports the individual through needs assessment, service co-ordination and access to advocacy while containing measures to level the playing pitch such as mainstreaming, disability/equality training for a wide range of public and private service providers and mandatory accessibility criteria. Provisions for enforcement are crucial.

The NDA urges that legislation builds on the Government's Strategic Management Initiative (SMI) and on necessary reform and reorganisation of public bodies and service providers to address individual needs that require a crosscutting focus. The legislation should provide effective policies and enable institutions to set and achieve high standards of service, to monitor outcomes and facilitate continuous improvement. It should provide for people with disabilities who do not currently receive services.

## ***International Disability Rights Instruments***

Ratification of the proposed UN Convention on the Human Rights of People with Disabilities would strengthen existing human rights law in the context of disability.

Additionally, the constitutional incorporation of the European Convention on Human Rights would ensure a significant impact in Ireland for people with disabilities.

## ***Influencing Attitudes***

The NDA commissioned its first survey into public attitudes to disability in Ireland which finds a strong basis of support among Irish people for social change and full citizenship for people with disabilities, including supported access to mainstream education and equivalent employment opportunities. However, it revealed concerns about how people with mental health disabilities are perceived. The National Health Strategy has committed to programmes to promote positive attitudes to mental health and this is mirrored in the World Health Organisation's proposal urging public education and awareness campaigns in all countries. The NDA views this as an urgent and critical area to be addressed.

Influencing and promoting positive attitudes to disability is set to continue with vigour in 2003 with the advent of the European Year of People with Disabilities

and Ireland's hosting of the Special Olympics. 2003 presents a unique opportunity to develop positive attitudes towards people with disabilities in Ireland.

The NDA prioritised the development of essential mechanisms for promoting partnership approaches with people with disabilities. Publications such as "*Ask Me - Guidelines for Effective Consultation with People with Disabilities*", guidelines for including people with disabilities in research and events such as the "Encouraging Voices" conference give tools to engage people with disabilities effectively and allow their voices to be heard. Consultation with, and the inclusion of, people with disabilities is a basic pre-requisite in determining policy and practice across Irish society.

### ***Effective Planning***

The NDA *Review of Disability Related Research in Ireland 1996 – 2001* and a review of the disability dimension of administrative databases across the public sector identified gaps in the knowledge base required for planning. The disaggregation of existing data sets from macro to micro level, such as the National Census, Quarterly National Survey and Household Budget Survey as well as departmental databases, along with the creation of baseline data, is critical in order to progress policy. Invisibility hinders planning.

It is imperative that those involved in research relating to disability strive to achieve coherence, particularly in the definition of disability and the involvement of people with disabilities in undertaking research.

The 2002 inaugural NDA Research Conference shared expertise on using emancipatory research methods.

### ***Making Public Services Accessible***

The NDA is working with the Department of Justice Equality and Law Reform (DJE LR) to monitor, guide and audit progress towards the achievement of the Programme for Prosperity and Fairness (PPF) partnership agreement in its commitment to make public services accessible.

The NDA has produced essential guidance on access in the built and external environment in the publication *Building for Everyone*, and has developed accessibility guidelines for electronically delivered products and services.

The challenge now is for Government Departments and agencies within their remit to deliver access to services. Accessibility to public buildings, public services, transport, information and communications must be given the highest priority. The NDA is concerned about the accessibility features of the proposed electronic voting system, particularly for vision impaired citizens. Access is a fundamental requirement for participation.

As Government delivers services through the physical and electronic environments there needs to be effective means of enforcement of adequate

access for all. Public services should be delivered to best practice guidelines rather than minimum statutory requirements.

### ***Assuring Quality and a Range of Services***

The quality and range of services provided for people with disabilities is inadequate and inconsistent. The NDA is working to establish clear and enforceable standards in the provision of services for people with disabilities as well as a clear process to monitor the implementation of those standards. In partnership with the Department of Health and Children (DoHC), the NDA is working towards the development of national standards for disability services in the areas of health and personal support services.

The committed implementation and adequate monitoring of these standards will be critical to their success. Funding should be conditional on effective compliance with agreed standards.

A PPF commitment to review sheltered workshops for people with disabilities led to the establishment of a Department of Health and Children (DoHC) led working group, which reported at the end of 2002. A key finding was that an improvement in the range, resourcing and management of sheltered services for people with disabilities was required, necessarily involving the realignment of existing services and the introduction of procedures and standards. For the resulting Code of Practice for Sheltered Occupational Services to be fully effective, the Department of Enterprise, Trade and Employment needs to develop a comprehensive policy on sheltered employment. The challenge now is with the DoHC and service providers to implement this Code.

### ***Looking to the Future***

In 2003, as the NDA enters the final year of its first Strategic Plan, there is hope for much progress in what is the European Year of People with Disabilities, and in that the NDA is committed to working with Government and other agencies in ensuring the delivery of this challenging programme. The NDA recognises the need for continuous investment by Government in the development of social policy and its implementation. The NDA calls for a National Disability Strategy in order to maximise effectiveness and achieve Government commitment to improve services and everyday life for people with disabilities.

### ***Our Statutory Obligation***

"The Authority shall, not later than the 30th day of September in each year, make a report to the Minister in such form as the Minister may approve, on the performance of its functions and activities during the preceding year and the Minister shall cause copies of each annual report to be laid before each House of the Oireachtas."

## Foreword by Chairperson

This is the second Annual Report of the National Disability Authority, outlining the Authority's activities from January to December 2002. I have chaired the NDA since the enactment of the National Disability Authority Act in 1999 and I can proudly say that the past year has been our most active and productive yet.

Throughout 2002, our wide ranging work in policy, services, research and standards, focused squarely on ensuring that all barriers, physical and attitudinal, which exclude people with disabilities from equal participation in Irish society, moved significantly closer to extinction. Our work focused on making a real difference to people's everyday lives.

Our vision throughout the year remained crystal clear; disability is more than a matter of equity, it is a matter of rights. Our work focused on delivering on those rights.

Of course our work, and the work of all organisations working to improve the quality of life for people with disabilities is dependent upon the quality of disability legislation. The Programme for Government, introduced in June 2002, after the General Election, contains a commitment to publishing a Disability Bill which, includes provision for rights of assessment, appeals, provision and enforcement.

Towards delivering on this commitment, I have had the privilege of chairing the Disability Legislation Consultation Group (DLCG), a high-level team which guided and co-ordinated the consultation process to revise the Disability Bill, originally introduced in late 2001. The result of this comprehensive consultation process was the document *Equal Citizens - Core Elements of Disability Legislation* which details why, in the opinion of the group, people with disabilities and their families need rights based legislation, what should be contained in it, and how the legislation should be implemented, monitored and enforced.

The European Year of People with Disabilities, coming up in 2003, presents a unique opportunity to put the results of this consultation into action. The NDA looks forward to the introduction of a new Disability Bill which will, for once and for all, ensure that the right of people with disabilities to live with independence, autonomy and dignity is underpinned by legislation.

While development towards rights based legislation has been fruitful, developments in other areas have been disappointing. The NDA is particularly concerned at the cuts announced in the Community Employment Scheme, a source, not just of employment, but vital social interaction for many people with disabilities. Community Employment Schemes have also been of vital importance to the development of many communities. We are also concerned at Government plans to reduce development funding. In this time of "adjustments", we ask, why should the most vulnerable in our society feel the cuts first and is it a case that rights only go as far as resources permit? With the prospect of reduced public finances over the coming year, the NDA will work even harder to ensure that this is not the case.

I would like to take this opportunity to thank the small but dedicated staff at the National Disability Authority. I acknowledge the co-operation and support of their Director, Ms. M. Claire O'Connor. As a team, they were unstinting in their drive towards realising a fully inclusive Ireland.

I would also like to thank my fellow Authority members for their advice, guidance, initiative and support. I would like to thank the hundreds of organisations and individuals who took the time to prepare submissions to key policy and framework documents. Finally, I would like to acknowledge the support of the Department of Justice, Equality and Law Reform, in particular Mary Wallace T.D., Minister of State with particular responsibility for disability for the first half of the year, and subsequently, Willie O'Dea T.D., the present Minister of State.

We are beginning to make a difference, but not nearly enough for us to be satisfied yet. There is a long way to go. Over the coming year, our aim will be to ensure that our recommendations are delivered upon, that vital support services are put in place and that promises become a reality. Only then, will we be satisfied that things are changing for the better.

## **The National Disability Authority**

### ***Members of the NDA to December 31, 2002.***

- Angela Kerins (Chairperson)
- Helen Caesar
- Paula Carey
- Jim Casey
- Matt Connor
- Margot Davis(resigned)
- John Dolan
- Maisie Dooley
- John Finnerty
- Noreen Gildea
- Robert Grier
- Brendan Ingoldsby
- Gene Lambert
- Sylva Langford
- Christy Lynch
- Olive Moriarty (resigned)
- Muiris O'Donoghue
- John O'Gorman
- Betty O'Leary, B.L.
- Donie O'Shea (Worker Director)
- Diarmuid Ring



- Sadie Tierney (appointed to replace Margot Davis)
- Vacancy

## Introduction by Director

Our aim over the past year has been to start making a noticeable difference to the quality of life for people with disabilities, their families, friends and carers. 2002 was just the start of a long ongoing process – little by little, that difference will become more evident.

With regard to transport, for example, we actively spoke out about the lack of a coherent transport policy that adequately addresses the needs of people with disabilities. With regard to your local environment, we ensured that no fewer than 54 local authorities signed the Barcelona Declaration. This Declaration provides local authorities with the means to disability/equality proof all policy decisions and services. In every day life, this means that people with disabilities can look forward to footpaths, park gates or pedestrian crossings which are fully accessible, or can expect to get information about essential services or provisions in a form which is accessible. Importantly, it means that people with disabilities will be consulted in all future planning and policy decisions at local Government level. Moving to national democracy, we made representation to the Department of the Environment about the accessibility of e-Voting for people with disabilities. With regard to the building you live, work and play in, we published *Building for Everyone*, an essential source book and guide for architects, designers, building developers and managers and everyone concerned with inclusion and access in Ireland today.

Our Policy and Public Affairs team made several submissions to various public consultations, communicating the NDA view in the area of disability and drawing the attention of policy makers to the practical impact of programmes and measures on the lives of people with disabilities. The submissions are available on our website and have accumulated to become a major reference.

In May 2002 we were asked by Government to facilitate a consultation process around disability legislation. This became known as The Disability Legislation Consultation Group (DLCG), and it interacted with many groups around the country.

We also compiled hard evidence for change by initiating a wide range of research programmes, including preparatory work for the country's first National Disability Study. We concentrated on the development of standards and codes of practice for disability services, asking you for your vital feedback first. At year end we had developed the first draft of the National Standards for Disability Services in partnership with the Department of Health and Children, following a field trip to Australia on standards which brought together key stakeholders in the project.

During 2002 we recruited our policy advisors and accessibility coordinators, and completed refurbishment work on the premises in Clyde Road, to provide for

accessible conference rooms. We relaunched our website at our first Disability Research Conference in December 2002.

We also drove the *Irish National Disability Authority IT Accessibility Guidelines* culminating in a peer reviewed national resource for public sector entities to disability proof their goods and services from an ICT perspective.

We participated in the steering group on the Code of Practice for Sheltered Occupational Services and await with interest the decision of the Minister for Health and Children regarding its adoption and promulgation.

We carried out internal workshops inviting key agencies with complementary remits to make presentations to staff so that we could build mutual understanding of our activities. Many staff have undertaken private study which the NDA encourages, particularly where it converges with the NDA's core mission.

We developed an IT network with groupware (Lotus Notes 6) to facilitate collaborative working. We committed to a project management style of working which prioritises issues and allocates resources in line with policy objectives.

In 2003 we look forward to further progress on the solid foundations built in 2002.

## **The National Disability Authority – What we do and what we stand for**

### ***Our Mission***

The National Disability Authority will, on behalf of the State, promote and help to secure the rights of people with disabilities. The Authority will achieve this by:

- Advising on and influencing public policy and legislation;
- Working to ensure that services for people with disabilities are of the highest standards and quality.

### ***Our Functions***

The National Disability Authority was established in June 2000 under the National Disability Authority Act 1999. The NDA is an independent statutory body operating under the aegis of the Department of Justice, Equality and Law Reform.

The principal functions of the NDA are to:

- Act as a central, national body, which will assist the Minister for Justice, Equality and Law Reform in the co-ordination and development of policy relating to persons with disabilities;
- Advise the Minister on appropriate standards for programmes and services to persons with disabilities;
- Monitor the implementation of standards and codes of practice in programmes and services for people with disabilities;

- Promote equality, participation and inclusion;
- Undertake and commission research on disability in Ireland;
- Collect and disseminate information about disability;
- Liaise with other bodies (e.g. the Department of Health and Children and Comhairle) and to facilitate and support the development and implementation of appropriate standards in relation to programmes and services for people with disabilities.

## ***Our Core Values***

Three core values or beliefs are central to the work of the NDA and have continued to guide the way in which we have undertaken our work throughout 2002.

### **1. A Rights Based Approach**

The NDA proactively adopts a civil and human rights perspective in the development of policy and practice for people with disabilities. This rights based approach ensures that:

- The needs and rights of people with disabilities are enshrined in all aspects of Irish life;
- People with disabilities are empowered to participate in decisions which affect their lives;
- Irish society, at every level, is truly inclusive.

### **2. Working Together**

The NDA works strategically with people with disabilities and other key stakeholders to deliver on its mission. In particular, the NDA:

- Consults with key stakeholders in identifying the needs of people with disabilities and their key concerns;
- Consolidates existing and develops new partnerships to bring about change;
- Establishes working groups and advisory bodies on key policy issues with significant representation from people with disabilities/advocates;
- Provides opportunities for decision-makers to actively listen to people with disabilities;
- Encourages collaborative partnerships with people with disabilities, advocates and community networks;
- Comments authoritatively on disability issues, providing a catalyst for action;
- Establishes relationships with other bodies, including the Equality Authority and the Office of the Director of Equality Investigations.

### 3. Quality Services

The NDA is committed to the sustained development and continuous improvement of high quality services for people with disabilities. This means that the Authority, in consultation with key stakeholders:

- Promotes client focused and client-led service planning and implementation;
- Identifies and ensures best practice standards in design, delivery and monitoring of services;
- Takes appropriate action where services are inadequate;
- Takes into account quality of life impact indicators and the right to exercise choice;
- Pursues mainstreaming of services where possible;
- Adopts quality principles and practices in delivering its work.

## Priorities for 2002

### ***The NDA's strategic priorities for 2002 were to:***

- Develop policies that promote the equal status of people with disabilities;
- Guide and monitor implementation of the programme to make public services accessible to people with disabilities;
- Work to influence attitudes in Irish society;
- Assure best practice in services for people with disabilities.

### ***Putting Our Priorities into Action***

#### 1. Developing Policies

The National Disability Authority will develop policies that promote the equal status of people with disabilities.

#### **Rights Based Disability Legislation**

"The DLCG is clear that comprehensive disability legislation is necessary to remove barriers to participation so that people with disabilities can live with independence, autonomy and dignity within a framework of a social and human rights model of disability."

Angela Kerins, Chair of the Disability Legislation Consultation Group (DLCG).

In March 2002 the Minister of State at the Department of Justice, Equality and Law Reform, Mary Wallace T.D., asked Angela Kerins, Chairperson of the NDA to consult with the disability sector in relation to the development of disability legislation. This led to the establishment of the DLCG, which consisted of representatives of eight organisations, ranging from the Disability Federation of Ireland to the Not-for-Profit Business Association (See Appendix II). The NDA also acted as secretariat to the Group.

From March until the end of the year, the DLCG worked to clarify, debate and consult on the core elements needed in comprehensive disability legislation in Ireland.

The DLCG met twice in April 2002. As the basis for these initial meetings, the NDA prepared a substantive document summarising themes from the Disability Bill submissions, including 17 submissions made to the DJELR before the Bill was published and 30 submissions made subsequently.

In September 2002, the DLCG released a draft document for discussion throughout the disability sector. Regional consultation meetings were held in Dublin, Cork and Galway. There were also four organisation specific consultation meetings. In addition, 68 written submissions were received following a nation-wide advertising campaign.

The DLCG then examined and discussed the feedback from these national meetings and submissions before appointing Dr Jane Pillinger to collate the findings and conclusions, presented in a document called *Equal Citizens - Core Elements of Disability Legislation*. This will be launched during 2003.

The Core Elements of Disability Legislation details why, in the opinion of the Group, people with disabilities and their families need this legislation, what should be contained in it, and how the legislation should be implemented, monitored and enforced.

### **The Barcelona Declaration**

The Barcelona Declaration was the principal outcome of a European Congress entitled The City and the Disabled, which took place in March 1995 in Barcelona. The Declaration advocated the right of people with disabilities to equal opportunities and recognised their contribution to the society and the environment in which they live.

The NDA was asked by the Department of Justice, Equality and Law Reform in Spring 2001 to establish a process for promoting the Barcelona Declaration among all local authorities in Ireland. By adopting the Barcelona Declaration, local authorities would be provided with the means to disability/equality proof all policy decisions and services, thereby ensuring a more inclusive society.

An Taoiseach, Mr Bertie Ahern, launched the Barcelona Declaration Project in February 2002. Regional launches were then held in Athlone, Castlebar, Cork, Dundalk, Galway, Nenagh, Tramore and Tralee culminating in the Barcelona Declaration Project Conference for local Authorities held in Dublin Castle in June, which was attended by the Minister for Justice, Equality and Law Reform, Michael McDowell TD.

By the end of 2002, 54 local councils had become signatories to the Declaration. Prior to the NDA's involvement, just six local authorities were signatories to the Declaration.

The project was developed primarily around a number of pilot projects designed to demonstrate the practical application of the principles of the Barcelona Declaration. Towards this, pilot project initiatives were developed with Macroom and Galway City Councils through 2002. In addition, a training programme for local authority personnel will be delivered in early 2003 to support the pilot initiatives in these areas.

### **Education for Persons with Disabilities Bill 2002**

The NDA had a series of meetings with the Department of Education and Science in relation to the proposed Education for Persons with Disabilities Bill 2002. We welcomed a number of elements contained within the Bill, including its rights based approach; the fact that education was being provided in the least restrictive environment; the Independent Appeals process; the introduction of the Register to ensure that children with special educational needs are identified as early as possible and the provision of mediation.

However, the NDA believed that the Bill could be strengthened in a number of important ways, namely through:

- The establishment of an independent needs assessment and service co-ordination agency that would provide a multi-disciplinary, comprehensive, co-ordinated and holistic assessment for children with disabilities;
- The implementation of a review of the operation of the legislation within five years;
- The introduction of clear timeframes and responsibility for delivering on early intervention for children under three years of age;
- The inclusion of FÁS at an earlier stage than currently envisaged for people over 14 years of age;
- Better co-ordination between the Council for Special Education's Register and the Health Research Board's databases;
- The remit of the Appeals Board provided in the Bill should include the right to make recommendations in relation to provision for a child's education;
- The introduction of separate legislation for the particular group (post 18 years of age) of people with disabilities with needs which go beyond education provision alone.

### **Educational Disadvantage Committee**

The NDA made a detailed submission to the Educational Disadvantage Committee in 2001. The NDA has recognised the complex process of initiating meaningful change in the area of educational disadvantage and has stated that the work of this committee must include the needs of people with disabilities. To do otherwise would only create further disadvantage.

The Educational Disadvantage Committee was established in 2002. It takes its terms of reference from Section 32 of the Education Act 1998 and states, that "the Educational Disadvantage Committee will advise the Minister on policies and strategies to be adopted to identify and correct educational disadvantage".

To further support the issues raised in its submission the NDA became a member of the larger Educational Disadvantage Committee Forum, which was established to facilitate participation by a wide range of education partners as well as bodies and agencies active in tackling social exclusion. NDA will continue its membership of this Forum into 2003.

### **Mental Health Advisory Committee**

The Mental Health Advisory Committee (see Appendix V) was appointed in 2002 and will continue working until April 2004. Its members are drawn from people with personal experience of mental illness, family members and carers and service providers as well as nominations from a number of bodies, such as professional associations and the Department of Health and Children. The Committee met twice during 2002 and advised the NDA on strategies for promoting the implementation of the Mental Health Act 2001; strategies for monitoring its impact; principles and processes for involving the mental health community and reviewing the operation of the Mental Health Act 2001.

### **National Women's Plan**

In February 2002, the NDA made a detailed submission to the *National Women's Plan*. The submission reflected comments and feedback from a wide variety of disability organisations and individuals.

In its submission, the NDA acknowledged the value and magnitude of the task in using the UN Platform for Action and the Beijing Declaration 1995 as a framework to integrate all Government commitments and women's aspirations into a single plan for women. Specifically, it made recommendations in the areas of disability/equality training, capacity building, disaggregation of data, income adequacy, health and education.

In addition, the NDA attended consultation meetings following the publication of the *National Women's Plan*.

### **Getting Transport Moving**

The NDA is concerned at the lack of a coherent transport policy within the Department of Transport that adequately addresses the issue of accessibility for people with disabilities.

This key concern was central to the NDA representation on the Dublin Transportation Office (DTO) Advisory Committee and on the DTO sub-committee on Passenger Transport Information and Real Time Passenger Information Systems.

The subject of accessibility was also raised by the NDA in meetings with the DJELR, the Department of Transport, the Railway Inspectorate, Vantastic and the Forum of People with Disabilities.

## **International and European Disability Rights Instruments**

During 2002 the NDA initiated a number of activities that specifically focused on Ireland's participation in international disability rights instruments.

### **Conference on Human Rights**

In February the NDA and the Department of Foreign Affairs jointly hosted a Conference on Human Rights, to promote a UN Convention on the Rights of People with Disabilities. Mr Bengt Lindqvist, the UN Special Rapporteur on the UN Standards and Rules on the Equalisation of Opportunities for People with Disabilities, gave a presentation on the importance of a co-ordinated UN approach in the disability context. Professor Gerard Quinn, Professor of Law and Convenor of the Disability Law and Research Centre at NUI Galway, presented the results of his study on *The current use and future potential of the United Nations Human Rights Instruments in the context of Disability*.

### **Reference Documents**

In April the NDA produced a document that outlined UN, EU and Council of Europe instruments of relevance to people with disabilities. This document also served as a guide to International and European Instruments of Disability Rights and was used later in the year as a reference guide for the DLGG.

The NDA contracted Ms Christina Burke from the Disability Law faculty in NUI Galway to write a paper called *Tracing the paradigm shift to the Human Rights model in International and Comparative Disability Law*. This paper addressed the underlying philosophical assumptions driving the process of change in disability thinking at the international and domestic level, perhaps most evident in the shift that is taking place from the medical model to the rights based model of disability. This paper was also used later in the year as an information and reference guide for the DLGG.

### **Seminar**

The NDA hosted an evening seminar on a UN Treaty on Disability in November. Professor Gerard Quinn gave an update on the Expert Group Meeting on the Comprehensive and Integral International Convention to Promote and Protect the Rights and Dignity of Persons with Disabilities, which took place in June 2002 in Mexico City.

## **Baseline quantitative and qualitative data for planning policy and service provision**

### *Research Advisory Committee*

The Research Advisory Committee (RAC) (see Appendix V) was formed in 2002 and held three meetings, in June, October and December. Five working groups also assisted the Committee with a range of projects. These included a



feasibility study on the disability research journal, a research promotion scheme, revision of the NDA scholarship scheme, and the review of papers submitted to the NDA research conference.

#### *The Main Research Priorities of People with Disabilities*

Completed in August 2002 and presented to the RAC, this paper outlines the topics which people with disabilities would prioritise for NDA research. The focus was on the priority policy areas of the current strategic period – education, health, transport, income adequacy and employment and training. However, the report also includes a summary of other priority topics including housing and the cost of disability. The paper is intended to inform the research dimension of the next strategic plan.

Umbrella and nationally representative disability organisations were consulted widely during May and June. There were also focus groups with people with disabilities as well as regional public consultations with individuals with disabilities, their families and carers in Galway, Cork, Limerick, Dublin, Sligo and Athlone.

#### *National Disability Study*

Throughout 2002, the NDA's Research Unit investigated existing data, including national surveys, mainstream administrative databases and the new Health Research Board's disability databases. However, the Unit concluded that these sources did not provide the data necessary to meet the NDA's research requirements.

On foot of this data deficit analysis, a discussion paper on a National Disability Study was drafted, incorporating international models and methodological suggestions contained in an expert paper prepared by Dr E. Mahon of Trinity College Dublin (TCD).

The Department of Justice, Equality and Law Reform is continuing to give further consideration to the National Disability Study. In the interim, however, the Research Unit proceeded with three preparatory projects:

- The design and piloting of a research instrument for the quantitative dimension of the National Disability Study based on the new World Health Organisation (WHO) International Classification of Functioning, Disability and Health (ICF). This project was awarded to the Economic and Social Research Institute (ESRI) and commenced in October 2002. Professor Jerome Bickenbach of the WHO also attended a working group meeting with NDA staff and the ESRI consultants, to assist thinking on the use of the ICF in Ireland and to provide information on its use in other countries. A second visit by Professor Bickenbach has been organised for February 2003.
- A seminar held in October 2002 with special guest, Professor Jerome Bickenbach of the WHO, who agreed to become external consultant to the National Disability Study. This first seminar was confined to the Authority and Research Advisory Committee members, NDA staff and research

consultants. However, because of the level of interest, another more open seminar will be held in Spring 2003.

- The funding of a project by the Children's Research Centre, T.C.D. aimed at developing a discussion paper, guidelines and a checklist for researchers undertaking research on children with disabilities.

#### *NDA Disability Research Conference 2002*

The first NDA disability research conference took place on 3rd December 2002 in co-operation with the Centre for Disability Studies, University College Dublin. The theme of the conference was Using Emancipatory Methodologies in Disability Research. The conference proved extremely popular and was significantly over-subscribed.

Over 130 delegates heard two leading academics speak in the area of disability research: Mike Oliver, Professor of Disability Studies at Greenwich University, London and David Mitchell, Associate Professor in the Department of Disability and Human Development at the University of Illinois, Chicago, presented interesting and thought-provoking papers. The conference also included parallel sessions at which 17 papers on current Irish disability research were presented.

A unique feature of the conference was the two 'capacity building' workshops. These facilitated workshops provided researchers with the opportunity to share their knowledge and experiences of disability related research in Ireland.

The proceedings of the conference will be published in 2003.

Some of the papers presented and announcements made at the Conference included:

#### *Disability Related Research in Ireland 1996-2001*

The full literature review of all research on disability in Ireland 1996-2001 was published and widely disseminated.

#### *Teagasc Study*

A paper on *Disability in the Farming Sector*, based on findings in the *National Farm Survey* module on disability, was completed and presented at the Conference. In addition, an abstract of the study was accepted for the the 19th Annual Conference of the Association for International Agricultural and Extension Education (AIAEE) to be held in Raleigh, N.C., USA, in April 2003. The paper will be presented by co-author Professor Dermot Ruane.

#### *NDA Research Promotion Scheme*

The public launch and announcement of the nine successful projects in the first NDA Research Promotion Scheme was a highlight of the Disability Research Conference. The nine successful applicants were awarded funding totalling E106,000 towards their projects.

A total of 47 applications were received from disability and community groups throughout the country, in answer primarily to national advertising of the scheme in early August. Following an initial assessment and ranking of applications by the WRC, which was appointed to provide a technical support service to applicants, a Research Advisory Committee working group was established to give further assessment and provide recommendations for funding.

*Guidelines for Including People with Disabilities in Research*

*Guidelines for Including People with Disabilities in Research* were published and officially launched at the Disability Research Conference.

Consultation with individuals and groups of people with disabilities took place over the first six months of the year. This was followed by consultation with researchers in the field throughout August and September. The primary aim of this extensive consultation was to establish vital considerations for the inclusion of people with disabilities in research, and to provide information required by researchers using the guidelines to successfully include people with disabilities.

*Attitudes to Disability in the Republic of Ireland Survey*

The final report of the NDA's seminal Survey on *Attitudes to Disability in the Republic of Ireland* was published and widely disseminated.

*NDA Website: research dimension*

The new NDA website, which has a substantial section on NDA research activities, was launched at the conference.

*National Rehabilitation Hospital Research Project*

The draft report of the National Rehabilitation Research Project was completed in December 2002. The official launch of the study is planned for Spring 2003. NDA's Research Unit supported the Steering Committee set up to guide this project, which was part-funded by the NDA.

*Disability Equality Performance Indicators – Submission to the Equality Unit, DJELR*

The NDA Research Unit made a submission to the Equality Unit of the DJELR on Disability. The submission focused on developing a range of performance indicators which statutory, community and voluntary agencies and other relevant bodies might use in assessing their performance in relation to services for people with disabilities.

*Supporting Others - Policy Institute Blue Book*

An NDA sponsored paper was presented at the Policy Institute in TCD in April 2002 by Dr Jane Pillinger, entitled *Quality in Services for People with Disabilities*. The Institute subsequently published this paper on its website.

## CASE STUDIES

### *Gathering Evidence for Change*

#### *NDA Postgraduate Research Scholarships*

In October, the Minister of State at the DJELR, Willie O'Dea T.D, awarded NDA Postgraduate Research Scholarships to John Bosco Conama, Grace Kelly, and Rita Kwiotek. These three scholars, all people with disabilities, were chosen from a total of 26 applications. They were awarded scholarships of E12,700 per annum for up to a maximum of three years full-time study. Their work will provide essential evidence for change and improvement to the lives of people with disabilities.

Rita Kwiotek, a PhD student at NUI Galway, is undertaking a study entitled *Disability, gender and power: constraining and enabling experiences in the lives of Irish disabled women*. Her research aims to explore the role of power in the gendered nature of disability; to inquire into the relative invisibility, voicelessness and non-representation of Irish disabled women in two social movements – the women's movement and the disability movement. When completed, her work will help broaden understanding of the key concerns of women with disabilities and will help ensure better inclusion and equal participation in social movements, and in policy making, negotiation and resource allocation.

John Bosco Conama is undertaking a PhD at UCD, which will focus on *A comparative analysis of deaf communities in Ireland and other EU countries to determine the extent of their citizenship rights*. This cross-national comparative analysis aims to establish the extent to which citizenship rights are recognised in each of the countries in question. This will be determined by criteria such as the official recognition of their indigenous Sign Language, levels of state support, public attitudes and the reactions and views of deaf communities.

Grace Kelly is pursuing a PhD in Applied Social Studies at University College Cork and will carry out a study entitled *Sexual Rights and Learning Disability*. This research will assess how Irish society can best ensure that it meets the sexual rights of people with learning disabilities who are residing in care. The study will explore how people with learning disabilities feel about the policies of their residential facilities and how these policies affect their sexual rights and sexual expression. It will determine whether the policies of residential facilities have a positive or negative impact on the sexuality of people with learning disabilities and will explore the changes which could be made.

## 2. Making Public Services Accessible

The National Disability Authority will guide and monitor implementation of the programme to make public services

accessible to people with disabilities

### **Ask Me – Guidelines for Effective Consultation with People with Disabilities**

The NDA's first set of guidelines *Ask Me – Guidelines for Effective Consultation with People with Disabilities* was launched in April 2002 by Mary Wallace T.D., Minister of State at the DJELR. Over 1,500 copies were distributed by the end of the year. In addition, an easy to read brochure was produced. The guidelines were produced by the NDA with the assistance of an external consultant and a working group of over 20 organisations. The aim was to develop good consultation practice in the development of the guidelines. Accordingly, these groups piloted the guidelines and provided feedback on their usefulness.

### **IT Accessibility Guidelines**

*Irish National Disability Authority IT Accessibility Guidelines* were launched by Dermot McCarthy, Secretary General, Department of An Taoiseach, in Government Buildings in June 2002. Over 90 people attended the launch and the guidelines brochure and promotional video were disseminated widely by the end of the year. The guidelines were available only as a password protected extranet website.

These Irish guidelines were unique in that they, for the first time, provided a comprehensive guide to the disparate array of existing international guidelines and standards, many of which were specific to varied and unrelated applications. They were designed to act as a signpost for service providers, explaining the issues and then directing them towards the solutions.

The NDA also chaired the Advisory Group, which worked with consultants from Frontend.com Engineering Usability Ltd. Expert international reviewers were also commissioned to assist the process. All the time, key stakeholders from the public sector were kept up to date on developments.

### **E-Voting**

Throughout 2002, the NDA met with the Department of Environment and Local Government with regard to the introduction of electronic voting. The NDA stated that the proposed electronic system does not allow for full access by people with disabilities. For example, accessibility features for vision impaired users will not allow them exercise their vote in an independent fashion. The NDA urged the Government to address these issues before finalising its contract for procurement of the full system.

## **CASE STUDIES**

*Designs for Living*

*Building for Everyone*

In November 2002, Mr. Sean Benton, Chairman of the Office of Public Works, launched *Building for Everyone*, an essential source book and guide for architects, designers, building developers and managers, building control and planning personnel, local authorities, environmental activists and everyone concerned with inclusion and access in Ireland today.

The book, which includes over 200 pages of text, checklists, drawings and illustrations, expanded and updated a previous publication, *Buildings for Everyone*, produced in 1998 by the National Rehabilitation Board.

Work on the new publication was commissioned by the NDA in 2001 to reflect the updating in 2000 of the Building Regulations and Technical Guidance Document Part M and to address best practice in the external environment.

#### *European Network for Centre of Excellence in Design*

Under the eEurope Action Plan, the NDA has been part of a European initiative to establish a network of centres of excellence in design for all. It was agreed that this network should be called the *European Design for All e-Accessibility Network* (EDeAN), the launch of which took place in Denmark in November 2001. The NDA attended this launch and showed the promotional video on the NDA IT Accessibility Guidelines as a central part of the event.

The target of the network is to ensure the establishment and networking of national centres of excellence in design for all and to create recommendations for a European curriculum for designers and engineers.

Towards this, throughout 2002, the NDA also attended meetings in Dublin and Brussels, and liaised with Irish network members, known as IRLDeAN, as well as with the National Co-ordination Centre for the country (currently the Central Remedial Clinic).

### 3. Influencing Attitudes

#### *Education For All*

##### **Encouraging Voices**

In September, the NDA hosted a major conference for young people called Encouraging Voices. The conference presented an opportunity to hear what young people and others involved in education, including Government and non-Government representatives, teachers and service providers, think about crucial issues in education such as rights, democracy and equality.

Presenters from diverse backgrounds also talked about their experiences of inclusion and commented on the educational structures that facilitated or inhibited full participation.

## **Barriers and Policy**

The participants were asked to identify barriers to good practice and formulate the implications for educational policy. It was agreed that as a general rule children did not have a 'real voice' in their education, which has serious implications for children from marginalised groups. The participants agreed that if the voices of these children were to be valued there would have to be a holistic response, involving changes in the school culture, teaching methodologies, assessment procedures and school-community relationship. The participants concluded that every school needs to ask searching questions about whether every child is equally valued or whether certain professional voices dominate the discourse.

## **A Matter of Rights**

It was felt that a culture of welfare rather than a culture of rights dominated the issue of social inclusion. It was also agreed that policy and practice had been restricted by the fact that rights went only 'as far as resources permit'. Participants felt that making resources and services more widely available would reduce the stigmatising effect on those who availed of them. In addition, they said that the continual battle for rights had a demoralising impact on people from marginalised groups and their advocates.

The participants felt that the current competitive environment in education had made disclosure of needs more difficult, thus militating against the full participation of young people from marginalised groups. The failure to develop cohesive individualised approaches to education created difficulties for every child, it was agreed, not least children from such groups.

## **Opportunity**

However, participants observed that there was a real opportunity to develop inclusion policies and supportive practices within our education system. They pointed to a number of salient factors: the momentum for change generated by high profile court cases; upcoming legislation on education; the emphasis on meeting 'individual needs' within policy proposals and the social partnership approach in Irish politics.

### *Promoting Health*

## **Violence against women with disabilities**

Women's Aid approached the NDA to discuss how the issue of violence against women with disabilities could be addressed. In response, the NDA developed a collaborative project, building on the Women's Aid report, *Violence against Disabled Women: a consultation on the feasibility of carrying out research*.

A seminar was held in Dublin in June 2002 at which organisations working to address violence against women, as well as activists and organisations working

for disability equality, came together for the first time. Proceedings of this historic event were disseminated and formed the basis for guidance to service providers.

#### **4. Ensuring High Standards**

The NDA will assure best practice in services for people with disabilities.

##### *Standards Advisory Committee*

The Standards Advisory Committee (SAC) (See Appendix V) was established in May 2002 under the Chairmanship of Professor Vincent Dodd. The Committee was formed following a national call for applications from people with disabilities, their families and carers. The Committee met three times in 2002 and, apart from advising the Standards Section on its strategic direction, its work focused on the development of the National Standards for Disability Services.

##### *National Standards for Disability Services*

#### **Nation-wide Consultation**

The primary focus of the NDA's Standards team throughout 2002 was the identification of areas in need of the development of Standards and Codes of Practice. Towards this, six consultation meetings were held throughout the country, attended by 179 people in all.

In addition, there was a call for submissions on people's views on standards and quality in services in September. In all, 512 submissions were received which were analysed and reviewed by an external consultant and then developed into draft standards which are expected to be launched in January 2003.

#### **Partnerships**

One of the main results of this extensive consultation process was a partnership agreement between the NDA and the DoHC to develop national standards for all services for children and adults with disabilities.

Throughout 2002, the NDA's Standards team also worked successfully with the National Accreditation Committee (training services), National Standards Authority of Ireland (health care standards) and the SMI (Department of An Taoiseach, Quality Customer Service). In addition, partnerships were developed with other statutory bodies such as the Irish Health Services Accreditation Board, the Social Services Inspectorate, the European Foundation for Quality Management and the Further Education and Training Awards Council (FETAC).



## Research Papers

The Standards Section also undertook research in the areas of standards and quality of services for people with disabilities. This led to the development of seven papers focusing on international and national best practice as well as an exploration of the role and function of the NDA in relation to standards and quality.

## An Open Door – Improving Customer Services

### *Fully Accessible Library*

In Summer 2002, the NDA Library was relocated to a new space, conforming fully to the accessibility guidelines as laid down in *Building for Everyone*. The new move allowed for an expansion of our collection of material dedicated to disability issues and provided a quiet study room and an archive room. We are continuing to consult with professional archivists on best practice for physical storage and future preservation of a National Disability Archive.

Throughout 2002, the Library continued to supply books and photocopies of journal and newspaper articles, source loan material from outside agencies and maintain shelving systems for easy retrieval. Searches can be provided in large print, on disc, on audiotape and in Braille.

### *Update of Database*

The old database was replaced by a new Lotus based database, which was tested and implemented to comply with web accessibility guidelines. This allows for efficient user records and gives website users access to the library catalogue from their desktops.

## Finance Note for 2002 Accounts

The National Disability Authority is funded by the Exchequer through the Department of Justice Equality and Law Reform. It makes agency payments on behalf of the Department of Education and Science, and receives reimbursement of occupancy outlay from the Department of Health and Children.

The restaurant was flooded on October 13th 2002. The flood resulted in an insurance claim which had to be settled prior to the reinstatement of the facilities.

During 2002 a SAGE accounting package was purchased and the accounts transferred onto that system.

Expenditure totalling €3.880m was incurred by NDA during 2002 (2001 €3.029m). This comprised pay €1.593 (2001 €1.356m) and non pay €2.287 (2001 €1.673m). The main areas of non pay expenditure were:

	2002	2001
	€ ,000	€ ,000

	<b>2002</b>	<b>2001</b>
	<b>€,000</b>	<b>€,000</b>
Rent and Administration costs	484	507
Recruitment costs, travel and training	451	617
Projects and Commissioned work	1146	446
Depreciation	207	103
<b>Total</b>	<b>2.287</b>	<b>1.673</b>

The major areas of expenditure in the non commissioned work area continued to be the Barcelona Declaration, the NDA National IT Accessibility Guidelines, the NDA Research Promotion and Research Scholarship scheme, and the National Standards for Disability Services funded through the Department of Health and Children.

*Please note that the accounts for 2002 have not been audited and are subject to change.*

## **Appendix I Submissions**

The NDA made submissions to the following organisations:

- Consultative Forum on Civil Registration – Reform of Marital Law – (December 2002).
- Dublin Transportation Office - Demand Management Study – (December 2002).
- Educational Disadvantage Committee/Forum (November 2002).
- Department of Education & Science – Education for Persons with Disabilities Bill 2002 – (October 2002).
- Report of the Forum on Broadcasting – comments only – (October 2002).
- Standards Sub-Committee on National Standards on Practices and Procedures in Foster Care (August 2002).
- Courts Service (August 2002).
- Department of Transport Regarding Airlines Contracts with Passengers – Consultation Paper of Directorate-General for Energy and Transport, with Directorate-General for Health and Consumer Protection, European Commission – (August 2002).
- Better Regulation Unit, Department of an Taoiseach on the consultation document: 'Towards Better Regulation' (July 2002).
- Legal Aid Board Corporate Plan Review (July 2002).
- Child Care (Pre-school services) Regulations 1996 and (Amendment) Regulations 1997 Review Group (May 2002).
- Department of Environment & Local Government on Proposal for Qualitative Improvements in Taxi Services & the Future Regulation of these Services (April 2002).
- Department of Justice, Equality and Law Reform – Draft National Plan for

Women 2001-2005 – (February 2002).

- Draft Guidelines on Architectural Heritage Protection – comments only – (February 2002).
- National Qualifications Authority of Ireland – Towards a National Framework of Qualifications – (January 2002).

## **Appendix II Disability Legislation Consultation Group**

- Disability Federation of Ireland
- Forum of People with Disabilities
- Mental Health Ireland
- National Parents and Siblings Alliance
- National Federation of Voluntary Bodies
- The Not For Profit Business Association
- People with Disabilities in Ireland

## **Appendix III NDA External Representation**

- Justice and Equality Sector Steering Group  
*M. Claire O'Connor*
- Association of Chief Executives  
*M. Claire O'Connor*
- Rehabilitation International – Joint Member with Federation of Voluntary Bodies & Rehab Group  
*M. Claire O'Connor*
- Management Board of The European Centre for the Development of Vocational Training (CEDEFOP)  
*Christine Whyte*
- National Accreditation Committee  
*Christine Whyte replaced by Erik Koornneef*
- National Health Strategy Consultative Forum  
*Christine Whyte*
- Women's Health Council  
*Christine Whyte*
- Department of Health and Children Working Group on Development of Code of Practice for Sheltered Work  
*Christine Whyte*
- Community Development Programme for Department of Social Community and Family Affairs (DSCFA)  
*Brian Miller*
- DoHC – PPF Commitment – Cost of Disability Working Group –  
*Brian Miller replaced by Christine Whyte*
- DSCFA Consultative Forum on Disability

*Brian Miller replaced by Jiff Stewart, replaced by Iris Elliott (Dec '02 only)*

- Dublin Transportation Office – Advisory Committee  
*Donie O'Shea*
- Equality/Diversity Sub Committee of SMI  
*Donie O'Shea*
- National Accreditation Appeals Sub-Committee – FÁS  
*Donie O'Shea*
- Worker Directors Group  
*Donie O'Shea*
- Inter-departmental Working Group on Equality Proofing  
*Donie O'Shea*
- Inter-departmental Working Group on IT  
*Brian McKean*
- Monitoring Committee for the EU EQUAL Programme  
*Dr. Anne Good*
- Steering Committee for Symposium on Measuring Progress towards Equality  
*Dr. Anne Good*
- Research Advisory Committee for the Teagasc National Farm Survey  
*Dr. Anne Good*
- Research Advisory Committee Study on Children with Acquired Brain Injury by the Children's Research Centre  
*Dr. Anne Good*  
*Dr. Mike Timms*
- Educational Disadvantage Forum  
*Marion Wilkinson*
- The Equality for Women Measure Project – Advisory Committee  
*Emer McCarthy*
- Health Care Standards Consultative Committee, National Standards Authority of Ireland  
*Erik Koornneef*
- Department of an Taoiseach, Quality Customer Service Working Group  
*Erik Koornneef*

## **Appendix IV Presentations made by NDA staff**

- Post-Graduate Policy students in All Hallows College and de Paul University on NDA Strategic Planning Process and Plan.
- Graduate and Post Graduate Special Education Module – Marino Institute for Education.
- Disabled Drivers' Association – Presentation about NDA.
- Eve Holdings Ltd - Presentation of Easy to Read version of NDA Strategic Plan to Trainees.

- Phonability Conference in London, 15th November 2002 - Presentation of NDA IT Accessibility Guidelines and video by Mark Magennis.
- European Network for Centre of Excellence in Design, Launch Conference, 29th November 2002 - Attendance at launch and presentation of NDA IT Accessibility Guidelines Promotional video.
- ISQH Conference – Excellence Trial.
- Masters Programme in Health and Epidemiology, UCD.

### ***Participation Task Forces and Working Groups***

- Bank of Ireland Millennium Scholars' Trust Fund - Presentation to Assessors; moderation of applications from students with disabilities; participation in Scholar and Scheme review process.
- Information Society Commission eInclusion Group.
- Quality Customer Service Officers in the Civil Service.

## **Appendix V Advisory Committees**

### ***Research Advisory Committee***

- Professor Ferdinand Von Prondzynski (Chairperson)
- Mr. Laurence Bond
- Mr. John Bosco Conama
- Mr. Gerry Brady
- Ms. Liz Brosnan
- Professor Ian Brown
- Ms. Clare Dunne
- Professor Robert Holton
- Ms. Aine Kelly
- Ms. Eileen Lavery
- Dr. Donal McAnaney
- Ms. Ros (Rosalyn) Moran
- Mr. Joseph Mullins
- Ms. Cliona Ni Chualain
- Professor Patricia Noonan Walsh
- Ms. Katherine O'Leary
- Mr. Ted O'Shea
- Ms. Mary Van Lieshout
- Ms. Maria Walls
- Mr. Jim Walsh
- Professor Brendan Whelan
- Dr. Anne Good (Secretary)

## Standards Advisory Committee

- Professor Vincent Dodd (Chairperson)
- Mr. Brian Abbott
- Ms. Shona Boyne
- Ms. Maureen Breslin
- Mr. Niall Byrne
- Ms. Michele Clarke
- Mr. Brendan Coyle
- Mr. Jim Dennehy
- Ms. Fionnuala Duffy
- Mr. Eamon Egan
- Ms. Frieda Finlay
- Ms. Frances Fletcher
- Mr. Patrick Gargan
- Ms. Grace Grant
- Mr. Tom Hughes
- Dr. Peter Humphreys
- Dr. Tony Lenehan
- Mr. Stephen Mathews
- Ms. Margaret O'Connor
- Mr. Brian O'Donnell
- Ms. Priya Prendergast
- Mr. Michael Ringrose
- Mr. Kevin Stanley
- Mr. Don Tallon
- Ms. Mary Van Lieshout
- Ms. Karina Wallis
- Ms. Anne Winslow
- Mr. Erik Koornneef (Secretary)

## Mental Health Advisory Committee

- Mr. Frank Flannery (Chairperson)
- Ms. Phil Cotter
- Dr. Mary Clarke-Finnegan
- Ms. Patsy Doolin
- Ms. Noreen Fitzgibbon
- Mr. Thomas Fox
- Ms. Joan Hamilton
- Ms. Frances Harvey
- Ms. Mary Hodgins

- Mr. Brian Howard
- Mr. Paul Howard
- Mr. Seamus Hoyer
- Dr. Verena Keane
- Ms. Mary Keys
- Mr. Mark Logan
- Mr. Andrew Logue
- Mr. Hugo Magee
- Dr. Tom Moran
- Mr. Dan O'Connor
- Ms. Fran Richards
- Mr. Martin Rogan
- Mr. Mark Shields
- Ms. Laura Thompson
- Mr. Richard Walsh
- Ms. Margaret Webb
- Ms. Christine Whyte
- Ms. Jiff Stewart (Secretary) and replaced by Ms. Iris Elliott

## **Appendix VI Steering Committees**

### ***The Barcelona Declaration***

- Cllr. Enda Nolan, General Council of County Councils.
- Mr. Des Kenny, National Federation of Voluntary Bodies.
- Mr. Donie O'Shea (Chair), NDA.
- Mr. Donncha O Muineachain, Department of Environment, Heritage & Local Government.
- Mr. Jim Casey, Tipperary Centre for Independent Living.
- Mr. John Quinlivan, City and County Managers Association.
- Mr. Michael Ringrose, People with Disabilities in Ireland Ltd.
- Ms. Marie Lynch, Disability Federation of Ireland.

### ***Development of I.T. Accessibility Guidelines***

- Mr. Alexis Donnelly, Department of Computer Science, TCD.
- Ms. Christine Whyte (Chair), Head, Policy and Public Affairs, NDA.
- Mr. Gerry Ellis, FeelTheBenefIT Consultancy National Institute for the Blind.
- Dr. John Gill, Chief Scientist, Royal National Institute for the Blind (RNIB) Scientific Research Unit.
- Mr. Michael Moore, Department of an Taoiseach, Information Society Policy Unit.

## ***Advisory Committee for the Pilot for the National Disability Study***

- Dr. Anne Good, NDA.
- Mr. Gerry O'Hanlon and Mr. Gerry Brady, Central Statistics Office.
- Dr. Rob Kitchin, National University of Ireland, Maynooth.
- Professor Roy McConkey, University of Ulster.
- Mr. Frank Mulcahy, European Disability Forum.
- Ms. Mairide Woods, Comhairle, and in the initial stages.
- Mr. Donal Toolin, Forum of People with Disabilities.
- Professor Jerome Bickenbach, International Expert, WHO.

## **Appendix VII Staff Organisation National Disability Authority**

*Director:* M.Claire O'Connor

*Personal Assistant to Director:* Bernadette Vella

### ***Research & Standards Development (RSD)***

- *Head of Dept:* Mary Van Lieshout
- *Personal Assistant:* Nora Smith (Gaye O'Neill c.b.)\*
- *Research Officers:* Dr. Anne Good (Senior), Darren McCausland, (Mary Murray c.b.)\*, Jim Winters (Assistant)
- *Psychologist:* Dr. Mike Timms (Senior)
- *Standards Officers:* Erik Koornneef (Senior), Aoife O'Toole
- *Information Officer:* Siobhan Dunne, Michael Williams (Assistant), (Michelle Bennet c.b.)\*
- *Administration:* Miriam Mulloy, Barbara Collopy, Michele Broad
- *Project Team Leader:* Vacant
- *Accessibility Co-Ordinators:* Brenda Delaney - Info & Comms, Sean Murphy – Transport, Built Environment - Vacant
- *Quality Customer Services* - Vacant
- *Administration:* Paula Murphy, Kevin Healy

### ***Corporate Services***

- *Head of Dept:* Brian McKean, Robert Reck
- *Personal Assistant:* Anne Broderick, Mary McNabola
- *Corporate Services Executive:* Regina Mulligan, Liz McGrath, Michael Foley
- *Administration:* Gretta Flynn, Carmel Clarke
- *Receptionist:* Heather O'Leary
- *Maintenance:* Charlie Buckley, Paul Fox, Kathleen Gaynor, Paddy Power



### ***Policy & Public Affairs (PPA)***

- *Head of Dept:* Christine Whyte
- *Personal Assistant:* Maighread Kelly
- *Senior PPA Advisors:* Donie O'Shea, Iris Elliott, Vacant, Vacant
- *PPA Advisors:* Marion Wilkinson, Emer McCarthy
- *Administration:* Catherine Kenny, Jacinta Byrne

We would like to thank the following staff who left during 2002, for their work with the National Disability Authority: Brian Miller, Maureen Gilbert, Jiff Stewart, Margaret Morris, Fiona Cronin, Jo Keegan, Frank McGennis, Soby Hafeez, Triona O'Connor.

- \*cb = Career Break