



Údarás Náisiúnta Míchumais  
National Disability Authority

# Strategic Plan 2022-2024





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# Legal Mandate

The National Disability Authority's mandate is set out in the National Disability Authority Act 1999, with additional functions assigned under the Disability Act 2005, the EU Web Accessibility Directive (S.I. 358/2020) and the Irish Sign Language Act 2017. The appendix contains more detailed information on the statutory powers, functions and roles of the National Disability Authority.

The overarching mandate of the National Disability Authority is, in summary, to provide advice and information to the Minister for Children, Equality, Disability, Integration and Youth, on matters concerning policy and practice in relation to persons with disabilities, and to assist the Minister in the co-ordination of disability policy. In doing so, the National Disability Authority (NDA) has functions in relation to research; assisting the development of standards; producing codes of practice; monitoring implementation of standards and codes of practice; and recognising the achievement of good standards and quality. The NDA has responsibility for monitoring the employment of persons with disabilities in the public sector.

The statutory Centre for Excellence in Universal Design is an integral part of the National Disability Authority. It has a remit to promote the design of the built environment, products, services, and information and communications technology, so that they can be accessed, understood and used independently to the greatest extent possible by all people, regardless of their age, size, ability or disability. The main functions of the Centre including contributing to the development and promulgation of standards; promoting Universal Design in education courses and curriculum for the relevant professions and occupations; and raising awareness of Universal Design. The Universal Design role extends beyond disability to consider design issues for everyone and entails engagement with standards bodies, industry, professional bodies and educational institutions.

The NDA has also been assigned a new function to monitor compliance with the EU Web Accessibility Directive across the public sector, which will include assessing public sector websites and mobile applications for compliance with the provisions of the Directive, building awareness of accessibility requirements, and advising public bodies on how to achieve compliance.

The NDA has recently agreed to take on the role of delivering a statutory report, at prescribed intervals, on the operation of the Irish Sign Language Act (2017).

The NDA also is also due to be assigned a new function in relation to providing information and advice to the Irish Human Rights and Equality Commission (IHREC). This includes the development and provision of statistical information if required, in order to assist IHREC in carrying out its function in relation to monitoring the UN Convention on the Rights of Persons with Disabilities.

In performance of its functions, the NDA focuses on the definition of disability set out in the NDA Act 1999 and the Disability Act 2005, to mean ‘a substantial restriction in the capacity of a person to participate in economic, social or cultural life on account of an enduring physical, sensory, learning, mental health or emotional impairment’ and including persons with autism. The NDA understands ‘substantial restriction’ to include barriers such as: lack of access to public transport services; inaccessible public spaces; and inaccessible written, spoken and digital communications (websites, mobile apps), that prevent persons with disabilities from fully participating in mainstream society.

# Chairperson's Foreword

On behalf of the National Disability Authority (NDA), I'm delighted to present this Strategic Plan 2022-2024 to the Minister of Children, Equality, Disability, Integration and Youth.

The plan sets out how we will deliver on our statutory duty to provide evidence-informed advice to the Minister and officials on matters relevant to disability policy and practice, and to promote Universal Design. The process to develop the plan has been informed by engagement with our wide range of stakeholders, including persons with disabilities and their representative organisations; officials across government and the wider public sector; and those bodies who play a role in the design and delivery of our built environment, information and communications technology, or products and services. I would like to offer sincere thanks to all those who gave their time and input to guide our considerations.

This Strategic Plan sets out our high level objectives and goals for the next three years, recognising the unique challenges and difficulties that have been experienced across Irish society during 2020 and 2021 due to the COVID-19 pandemic, and conscious that persons with disabilities have been particularly impacted. We also recognise, however, that there are now opportunities for change and renewal, for new ways of working, and an openness to innovation as we emerge from a period of crisis. In this context, we look forward to our continued work towards a society that is fully inclusive of persons with disabilities.

The United Nations Convention on the Rights of Persons with Disabilities has also been key in the development of our plan. Our work ensures that we can advise and support government in the development of policies that can achieve implementation and realisation of the Convention, and we welcome the functions assigned to us in terms of monitoring progress and identifying areas requiring renewed attention.

We also look forward to continuing our work to raise awareness and take-up of Universal Design, ensuring that our environment and services are accessible to all, regardless of age, size, ability or disability, and regardless of whether services are delivered in person or remotely.

I believe we are at an exciting time, with fresh opportunities to enhance the extent to which persons with disabilities can experience full inclusion in Irish society, and within the NDA we are committed to playing our part in achieving this goal, and to communicating effectively with all our stakeholders as part of this process.



**Helen Guinan**  
Chairperson

## Mission

To deliver independent, evidence-informed advice and guidance to government on disability policy and practice, to monitor progress, and to promote awareness and adoption of Universal Design for the benefit of all.

## Vision

An Irish society in which persons with disabilities experience full inclusion, and where their rights are recognised and realised.

## Values

**Independence:** Our work is objective, grounded in robust data and evidence, and informed by all our stakeholders

**Excellence:** We are committed to excellence and professionalism in delivery of our functions

**Respect:** We are respectful and ethical in all our engagement and communications activities – with each other and all our stakeholders

**Equality:** We uphold a commitment to achieving inclusion and equality for all

**Effectiveness:** We deliver our work based on an ethos of public service, teamwork, innovation and efficiency

**Engagement:** Our outputs are informed by meaningful and respectful engagement with persons with disabilities and their families, including through their representative bodies, and also with our wider range of stakeholders



# Background and Context

The year 2020 marked the 20th anniversary of the NDA's establishment. To mark this milestone, the NDA was pleased to publish, on UN International Day of Persons with Disabilities, a review of 20 years of disability policy in Ireland, and the NDA's own role in that landscape. The review highlighted the extent to which there have been many positive developments in relation to disability policy and practice over the last two decades, but also those areas where more remains to be done.

As we move into the next phase of the NDA's development, there are significant challenges and opportunities emerging. The impact of the COVID-19 pandemic has been particularly felt by persons with disabilities, and is likely to last for some time yet, even as our society and economy move into a recovery phase. There have also been positive outcomes in some quarters, however, including innovations in the delivery of services and supports, and a willingness to embrace new ways of doing things – including in the employment space. The NDA will continue to advise on the importance of ensuring persons with disabilities are included in this recovery, and in particular to emphasise the necessity of robust data and information in relation to disability as a route to highlighting areas for focus and attention.

The NDA's work spans all government departments, and all areas of life. There are certain key themes that will continue to be prevalent in our work-programme under this Strategic Plan, a selection of which are sign-posted here. We will also take care to allow space to respond to the evolving landscape, as well as newly emerging priorities.

## UNCRPD

The continued work across government to implement the goals of UNCRPD has been a welcome development since ratification in 2018. While we know there is much more to do, and also further work required in terms of moving away from a medical model of disability, the UNCRPD is now a central platform for Ireland's disability policy, and we welcome the oversight provided at government level through the new Joint Oireachtas Committee on Disability matters. The NDA looks forward to supporting government departments and their agencies in their work to implement the provisions of the Convention in the lifetime of the next Strategic Plan, during which Ireland may be called on to present in relation to its State Party Report in dialogue with the UN Monitoring Committee in Geneva. Our work will include provision of advice and statistics to highlight those areas where further focus is required, and we also look forward to providing information and data to the Irish Human Rights and Equality Commission to support this body in its independent monitoring work. We welcome the commitment on the part of government to developing and implementing a UNCRPD implementation plan, and work to advise and inform same will be a significant part of the NDA's activity for the future.

## National and EU Strategies and Policies

The COVID-19 pandemic has also had an impact on the implementation of national strategies relevant to disability, such as the Comprehensive Employment Strategy (CES) for People with Disabilities and the National Disability Inclusion Strategy. While conscious of the challenges experienced by public bodies in 2020 and 2021 in responding to the pandemic, the NDA advises the importance of regaining any ground lost in the time remaining to these strategies, and also planning for successors to both.

During the lifetime of this Strategic Plan, the CES will come to the end of its 10-year timeframe, with consideration required regarding future direction, while a successor to the NDIS will also be negotiated and commenced. Our research and advice will feed into these processes, informed by engagement with our relevant government stakeholders as well persons with disabilities, including through their representative bodies. In particular, we will consider the opportunities for improved employment outcomes for persons with disabilities in light of a shift towards remote working, noting the importance of accessible technology solutions in this regard.

While recognising the pressures placed on the health and social care system as a result of the pandemic, we look forward to seeing renewed focus and attention on the Transforming Lives agenda, and in particular activities that will advance the shift to individualised and person-centred models of support.

The NDA will also give due consideration to other strategies, policies and Directives from the EU as it progresses its work. The recently launched EU Disability Strategy 2021-2030 provides an overarching direction of travel for all member states, and it will be important for Ireland to identify ways of ensuring activities at national level demonstrate alignment with goals at European level, while maintaining focus on local priorities. The recently transposed EU Web Accessibility Directive, and the EU Accessibility Act also articulate European-wide commitments to improving accessibility of ICT, goods and services across the union, and the NDA will work to support the Irish government in its work to implement the provisions of these transformative instruments.

## Universal Design

We have been very pleased to see the increased awareness and uptake of Universal Design over the last three years, and particularly the recognition of NDA guidance in this area, developed through our Centre for Excellence in Universal Design. We look forward to further take-up of Universal Design across the public sector during the lifetime of this Strategic Plan. Ensuring public services are designed to be accessed by all has never been more important, particularly as we have seen a dramatic shift to online and remote delivery of services. The composition of our physical environment has also been thrown into sharper focus in the past year, and we all recognise now the importance of a built environment that is accessible and safe for everyone. The principles of Universal Design are significant in this regard, and have the potential to address many of the challenges identified, from housing supply, to development of inclusive and sustainable communities, to shared spaces in our urban centres, to delivery of supports and services – both in person and through technology.

## Monitoring

During 2020 and 2021, the NDA was assigned new monitoring functions, and these new responsibilities will form a significant aspect of our work as we move into the next Strategic Plan. Monitoring Ireland's level of compliance with the provisions of the EU Web Accessibility Directive will be important in guiding and encouraging public bodies to ensure their websites and mobile applications are accessible to all, and the NDA looks forward to being able to track progress in this regard. We are also pleased to take on development of the statutory report required regarding implementation of the Irish Sign Language legislation of 2017, as another driver of accessibility and inclusivity for those who use ISL as their language of choice when using public services. The NDA will continue to advise public bodies of the importance of ensuring that their services can be accessed by everybody, regardless of what type of disability they may have, and monitoring progress in this regard against relevant, statutory Codes of Practice.

## Building inclusive societies

As we know from our work to date, persons with disabilities can experience poverty, marginalisation and discrimination to a much greater extent than their non-disabled counterparts. It will be important as Ireland works to recover and advance from the current crisis, that this group does not become further marginalised, and particularly that those with complex support needs are equally enabled to achieve positive outcomes. During this Strategic Plan, we will progress work in these areas, including exploration of how new technologies and assistive supports can help persons with disabilities engage in the socio-economic life of their communities, and become fully included and integrated in these communities.

We will also continue to advise on work to foster inclusive and supportive communities, particularly as we hope that the process to transition individuals with disabilities from institutional living to more individualised settings within the community will continue and accelerate. This will include consideration of the person-centred supports that are required for life within the community, as well as models of individualised funding.

## The role of technology

Over the past number of years, technology has increasingly emerged as an enabler of accessibility and inclusion. Particularly during the COVID-19 pandemic, access to technology enabled people to work remotely, to remain socially connected, and to access many of the services or supports necessary for day-to-day living. However, the digital divide also meant that these benefits were not felt equally across Irish society. The NDA is aware that while technology can bring particular benefits to persons with disabilities, this is a group that is also at greater risk of digital exclusion than the wider population, whether through lack of access to equipment, training and education, or because of challenges to affordability. During the lifetime of this Strategic Plan, we will advise and support government departments to work together to coordinate and improve access to technology for persons with disabilities. This work will include consideration of Assistive Technology, but also mainstream technological solutions that can offer opportunities to foster sustainable and connected communities.

## Equality Data

As in previous Strategies, the NDA will continue its work to drive the collection and use of equality data as an important evidence base against which to monitor progress and identify areas in need of further focus. We welcome the work across government to improve data sources relevant to disability, and look forward to playing our part in ensuring this continuously improves. We also welcome the consideration being given to equality and well-being budgeting, as these approaches will be valuable in guarding against further marginalisation of vulnerable groups.

We recognise that the past two years have been particularly challenging for everyone in Irish society. We look forward to a period of renewal and recovery as we embark on this next Strategic Plan, and also to playing our part in providing advice to government on how to ensure persons with disabilities are included in this recovery, and the ambition of UNCRPD can be realised in our society.



Universal Design is the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability.

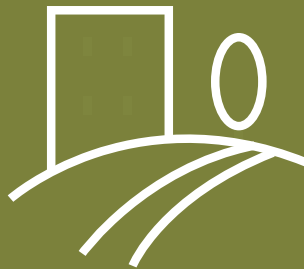
## The Centre for Excellence in Universal Design (CEUD)



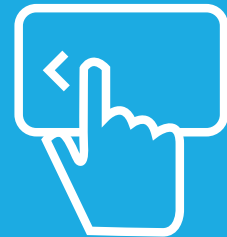
**Products  
& Services**



**Built  
Environment**



**ICT**



**We promote Universal Design in:**



**Research  
and Standards**



**Education  
and Training**



**Awareness  
and Awards**

## NDA's Work to Date

During the 2019-21 Strategic Plan, the NDA was proud to continue progressing work that supported the realisation of the goals of UNCRPD, through various national strategies, policies and programmes. We look forward to building on this work as we move into the next Strategic Plan, during which it is likely that Ireland will be asked to attend a dialogue with the UN Monitoring Committee.

### Some highlights from the last 3 years



**Multiple consultations with persons with disabilities on issues relating to the UNCRPD and other aspects of the NDA work-programme**

**11**

**draft non-healthcare codes of practice to support implementation of Assisted Decision Making (Capacity) Act 2015**



**3**

**annual conferences on implementation of UNCRPD across different thematic areas**





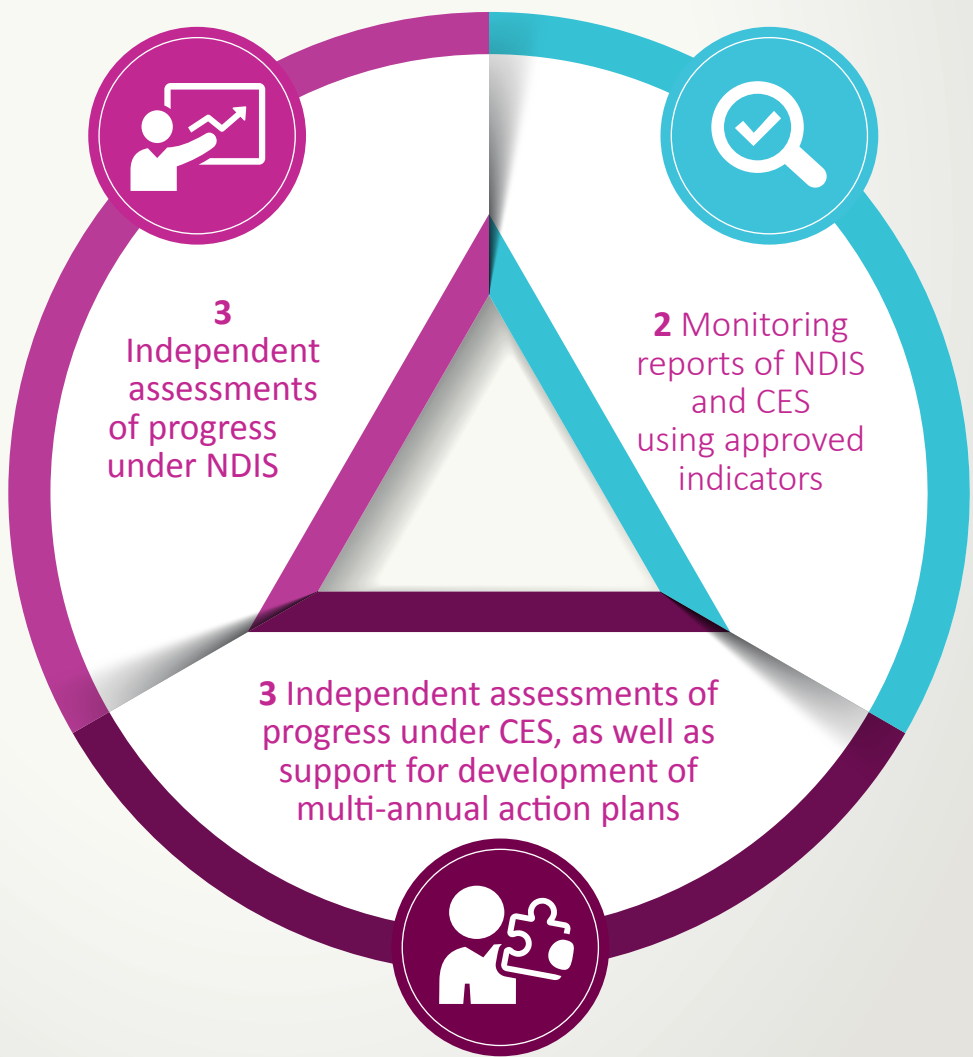
### Universal Design:

- Early Years Settings Universal Design Guidance – the first of its kind in the world
- Universal design Policy Advice for new housing
- Design for All standard





-   
✓ Moving In Research completed and published
-   
✓ Research papers on topics including disability and homelessness, respite services, staffing disability services.





# Strategic Priorities 2022-2024

## Strategic Priority

1

Deliver independent evidence-informed advice and guidance, and support policy coordination, to advance implementation of national strategies and policies, as well as realisation of the goals of UNCRPD

## Strategic Priority

2

Deliver independent assessment, monitoring and evaluation of progress against policies, strategies and codes of practice across government

## Strategic Priority

3

Advance activities to promote awareness and wider take-up of Universal Design across Ireland

## Strategic Priority

4

Foster strong and open processes for engaging and consulting with persons with disabilities and the wider disability community

## Strategic Priority

5

Maintain and enhance organisational effectiveness



# Strategic Priority 1:

**Deliver independent evidence-informed advice and guidance, and support policy coordination, to advance implementation of national strategies and policies, as well as realisation of the goals of UNCRPD**

## **Actions:**

- Continue to deliver research to high standards, informed by the latest academic developments, practice in Ireland and other jurisdictions, and the lived experience of persons with disabilities
- Translate research findings and policy analysis into practical and actionable policy advice for government and public sector bodies, informed by consultation with persons with disabilities and other relevant stakeholders
- Work across the public sector to support co-ordination of disability policy and provide independent facilitation and guidance to drive solutions for cross-sectoral challenges
- Develop Codes of Practice and guidance, and contribute to standards that can support the implementation of legislation, policies and programmes across the public sector
- Continue to drive and support the collection and use of disability data to inform policy decisions

## **What success looks like:**

- NDA's reputation as a provider of high quality research providing an evidence-base for relevant policy decisions continues
- NDA's practical policy advice is sought by public bodies seeking to implement national strategies and policies, as well as the goals of UNCRPD
- NDA is a trusted independent advisor, bringing people together to develop solutions for key issues
- Robust data relevant to disability is gathered and analysed across the public sector

## Strategic Priority 2:

**Deliver independent assessment, monitoring and evaluation of progress against policies, strategies and codes of practice across government**

### **Actions:**

- Monitor and report on implementation of national strategies and policies relevant to disability, to identify areas requiring further focus and attention including NDIS and CES, and delivery against goals of UNCRPD
- Monitor and report on compliance with legislation and codes of practice, to provide independent and robust assessments of progress, including ISL, WAD, Disability Act Parts 3 & 5
- Robustly evaluate the impact of policies and programmes to ensure they are achieving intended objectives

### **What success looks like:**

- NDA is recognised for independent and robust monitoring and evaluation of progress under UNCRPD, national legislation, strategies, policies and programmes, while also supporting public bodies in a process of continuous improvement
- Ongoing engagement with public bodies to advise on approaches to address gaps identified through monitoring work

## Strategic Priority 3:

**Advance activities to promote awareness and wider take-up of Universal Design across Ireland**

### **Actions:**

- Encourage take up and compliance with Universal Design principles to foster implementation of best practice
- Provide policy advice through the development of guidelines and contributing to standards in order to support the implementation of best practices in design of services and products for all citizens
- Guide and advise on curricula to build capacity including the integration of Universal Design for Learning
- Promote awareness through partnerships with professional awards programmes
- Guide and advise on Universal Design of technological solutions to foster inclusive and sustainable communities

### **What success looks like:**

- Greater awareness and incorporation of relevant standards into Irish regulations
- Universal Design and Universal Design for Learning becomes integrated across all educational levels, including relevant accreditation systems
- Enhanced awareness of the opportunities for inclusion provided through technology and assistive technology
- Strategic partnerships with key national and professional organisations are strengthened leading to wider take-up of Universal Design

## Strategic Priority 4:

**Foster strong and open processes for engaging and consulting with persons with disabilities and the wider disability community**

### **Actions:**

- Enhance internal processes for consultation and engagement with persons with disabilities across the NDA's work programme, including increased use of alternative approaches such as applying a universal design approach and inclusion of persons with disabilities as co-researchers
- Provide guidance and information to public sector bodies to progress a culture of meaningful engagement with persons with disabilities
- Hold annual, thematic events to hear directly from persons with disabilities and their representative bodies, while continuing to carry out focused consultation on specific projects to inform NDA outputs

### **What success looks like:**

- NDA independent research and advice continues to be developed and delivered with due consideration of the input of persons with disabilities, secured through meaningful engagement with individuals and their representative bodies
- Enhanced culture of meaningful engagement with persons with disabilities and their representative organisations across the public sector
- Persons with disabilities have an annual forum to raise and discuss their lived experience, with reports on specific themes delivered to government

# Strategic Priority 5:

## Maintain and enhance organisational effectiveness

### Actions:

- Implement Communications Strategy to ensure NDA outputs are accessible to all its stakeholders, including persons with disabilities
- Progress a programme of staff training and development which enables our people to meet their potential
- Continue to promote and support a positive work culture and environment
- Continue to enhance internal structures and processes to support effective working to implement our strategy
- Ensure continued high standard of compliance with relevant governance procedures

### What success looks like:

- Increased awareness of NDA outputs by all our stakeholders, and the part the organisation plays in the disability policy ecosystem
- NDA continues to be a well-run and effective organisation, applying high standards of governance and financial management, showing value for money and good return on public funds invested
- Enhanced capability and development of expertise in the NDA where staff are supported to deliver high quality work, with a culture of continuous quality improvement across all areas of the organisation
- Robust internal controls to manage compliance and give assurances are in place and applied

# Public Sector Duty

The Public Sector Equality and Human Rights Duty places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity, and protect human rights of staff and of those to whom they provide services. The Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014.

The Duty puts equality and human rights in the mainstream of how public bodies carry out their functions. To that end, it has the potential to positively transform how public bodies engage with members of the public and their own staff. As a public body, the NDA is required to set out in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose, and the actions it is taking or proposes to take to address those issues.

The promotion of equality for persons with disabilities, through research informed policy advice to government, is a core part of our functions and purpose. Building on this, during 2019, the NDA conducted a number of internal workshops to identify the further human rights and equality issues relevant to our functions. All of the workshops were underpinned by the values that are important to the NDA. As a result, the NDA has fostered internally a shared understand of the Public Sector Duty, and is committed to embedding it within our consultation, engagement, HR and corporate processes and across our organisational activities. We developed an action plan to address these matters for implementation, the aim of which is to ensure that human rights and equality matters evolve from a statutory duty to be an integral part of the NDA's culture. This action plan continues to be implemented and integrated into the NDA's corporate and operational planning processes.

As part of our current strategic planning cycle, the NDA has ensured human rights and equality matters are embedded in this Strategic Plan, taking into consideration the findings from a commissioned consultation exercise with stakeholders and from an analysis of the impact of our work and functions. Part of this work involved an examination of the NDA's mission, vision and values through a human rights and equality lens. These revisions continue to focus on human rights and equality with the former being part of our vision and the latter being one of our values.

A number of actions will be advanced during the lifetime of this Plan including developing guidance for internal and external use on engagement with, and increased participation of, persons with disabilities in research and policy issues related to disability matters. Other actions involve a review of internal human resources and procurement processes to ensure they are in line with the Public Sector Duty.

The NDA is committed to ensuring that persons with disabilities are represented among its staff body and on the Authority. As a public body, the NDA operates within the rules which govern recruitment, and the employment terms and conditions, of the wider civil and public service. However, the NDA will continue to proactively consider how it can promote and develop greater diversity among our staff body in general and in relation to persons with disabilities, over this strategic cycle. Our Authority (Board) is due to be refreshed during this strategic cycle and we will look to maintain the good representation of persons with disabilities, their representatives and family members on the Authority, as set out within our founding legislation. We will also seek to reflect the wider diversity of Irish society within the board's membership, in so far as possible. The NDA sees many elements of the Public Sector Duty as overlapping with our responsibilities under the UNCRPD, and we will also continue to offer advice to our parent department on how the disability agenda might be furthered in the private sector.

The Public Sector Equality and Human Rights Duty is a permanent and ongoing obligation, and the NDA will continue to monitor and report on its activities in this regard.

# Measuring Impact

The NDA is committed to the delivery of independent evidence-informed research and guidance to government in order to achieve meaningful improvements in the lives of persons with disabilities. We also aim to achieve an enhanced awareness and understanding of the concept of Universal Design.

The NDA recognises that our delivery of these functions forms one part of the wider landscape, and that there are many other actors with a role to play in realising positive outcomes for persons with disabilities, including: officials across the public sector; persons with disabilities and their representative bodies; service providers; developers of curricula and standards; professionals in design and delivery of the built environment, ICT, and products and services.

The NDA will therefore monitor its success in achieving the objectives of this Strategic Plan in ways aligned with its role and functions. We will:

- Translate the goals within the Strategic Plan into detailed, annualised work-plans, with deliverables across specific project areas, and associated timelines and KPIs
- Engage across government to ensure we are maximising opportunities to deliver evidence-informed advice and guidance
- Deliver on all our statutorily assigned functions in a timely manner
- Regularly review the outputs and impacts from actions in our annual work plans, and report on progress
- Review and report on all governance and compliance requirements to our parent department and the Minister
- Regularly engage with all our stakeholders, including persons with disabilities and their representative groups



# Resources and Critical Success Factors

The NDA will deliver these strategic objectives through its established structures:

- The Policy, Research and Public Affairs Department
- The Standards and Monitoring Unit
- The Centre for Excellence in Universal Design
- The Corporate Services Department

Across each of these units, staff are selected and deployed for their subject matter expertise and the competencies necessary to deliver on our core functions, including delivery of evidence-informed advice to public officials, and development of practical guidance on initiatives that can lead to positive outcomes for persons with disabilities.

As the NDA takes on additional monitoring duties relevant to the Web Accessibility Directive and the operation of the Irish Sign Language Act, it will be important that the organisation is resourced to deliver on these functions to the required standard.

We also foresee that the requirement for research and guidance to support implementation of UNCRPD, will continue to increase, and will work to ensure that our resources are effectively deployed to provide these inputs, while continuing to run an effective organisation that meets all relevant governance requirements.

We commit to effectively deploying our existing resources to deliver on our wide ranging and expanding work-programme, to avail of external expertise where required, and to secure additional resources as necessary and appropriate to enhance our delivery of agreed outputs.

# Appendix

## **NDA's functions under Section 8 of the National Disability Authority Act 1999**

The principal function of the National Disability Authority is to advise the Minister for Justice and Equality regarding issues of policy and practice relating to disability and to act as a central, national body which will assist the Minister in the coordination and development of policy in relation to persons with disabilities.

Additional functions of the NDA:

- To undertake, commission or collaborate in research projects and activities on issues relating to disability and to assist in the development of statistical information appropriate for the planning, delivery and monitoring of programmes and services for persons with disabilities
- To advise the Minister on appropriate standards for programmes and services provided, or to be provided, to persons with disabilities and to act as an advisory body with regard to the development of general and specific standards in relation to such programmes and services
- To monitor the implementation of standards and Code(s) of Practice in programmes and services provided to persons with disabilities and to report to the Minister thereon
- To liaise with other bodies, both corporate and unincorporated, involved in the provision of services to persons with disabilities and to facilitate and support the development and implementation of appropriate standards for programmes and services for persons with disabilities
- To prepare Codes of Practice for the purpose of achieving the aim of good standards and quality in the provision of programmes and services provided or to be provided to persons with disabilities
- To recognise the achievement of good standards and quality in the provision of programmes and services to persons with disabilities including through the provision of a disability equality awards system
- To prepare strategic plans to submit to the Minister in line with our statutory remit

### **Additional functions of the NDA under the Disability Act 2005**

These additional functions of the NDA include:

- To prepare Code(s) of Practice relating to the accessibility of public buildings, services, information and heritage sites (section 30)
- To monitor compliance with statutory targets for recruitment and employment of persons with disabilities in the public sector, recommend actions to be taken where these targets are not being met, and prepare Codes of Practice where requested (Part 5 of the Disability Act 2005)
- To establish a Centre for Excellence in Universal Design in the built environment and information technology which will promote the principles of Universal Design that may be accessed, understood and used to the greatest practicable extent by people regardless of age, size, ability or disability in the most independent and natural manner; in the widest possible range of situations; without the need for adaptation, modification, assistive devices or specialised solution (Part 6 of the Disability Act 2005)

### **Additional functions of the NDA under Section 8 of S.I. 358/2020 (EU Web Accessibility Directive)**

The National Disability Authority is the monitoring body for the purposes of the Directive and associated Regulations.

The monitoring body shall periodically monitor the compliance of websites and mobile applications of public sector bodies with the accessibility requirements set out in Regulation 4 on the basis of the monitoring methodology provided for in Commission Implementing Decision (EU) 2018/1524, and shall submit a report to the Minister for Communications, Climate Action and Environment not later than 23 December 2021, and on each third anniversary of 23 December 2021, on the outcome of the monitoring carried out.

The first report submitted shall include:

- a) a description of the mechanisms set up for consulting with relevant stakeholders on the accessibility of websites and mobile applications
- b) procedures to make public any developments in accessibility policy relating to websites and mobile applications
- c) experiences and findings from the implementation of the rules on conformity with the accessibility requirements set out in Regulation 4, and
- d) information on training and awareness-raising activities in relation to the accessibility of websites and mobile applications

## **Additional role of the NDA in relation to Section 10 of the Irish Sign Language Act 2017**

The NDA, at the request of the Minister, shall prepare a report on the operation of the Act. The report shall include an assessment of:

- a)** whether any amendments to the scope and contents of this Act are necessary or desirable
- b)** whether additional provisions need to be made in relation to supports for a child within the school system whose primary language is Irish Sign Language, and
- c)** the qualifications for the minimum level of Irish Sign Language competency for persons who are teaching a child whose primary language is Irish Sign Language. Persons or organisations that are representative of the interests of the members of the deaf community are to be consulted on the matters to be considered in such a report

## **Statutory Powers**

In order to fulfil its statutory functions, the National Disability Authority has certain statutory powers.

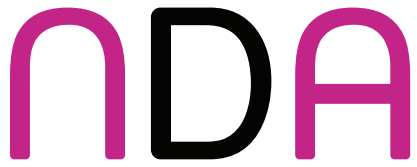
The National Disability Authority has right of access to information (including data) of relevance to its functions which is held by public bodies (section 13, National Disability Authority Act 1999) and may seek information on any matter which concerns the provision of programmes or services for persons with disabilities that is provided by statutory duty and that is publicly funded in whole or in part (section 14, National Disability Authority Act 1999).

The National Disability Authority can make annual reports and other reports to the Minister with respect to its functions (section 15, National Disability Authority Act 1999). It can develop codes of practice where so requested to do so by the Minister and such codes must be approved by the Minister, e.g. Code of Practice on Accessible Services and Information provided by Public Bodies. The NDA has functions to monitor the implementation of those codes in programmes and services for persons with disabilities. Further to monitoring implementation of such codes of practice and standards, where it considers appropriate in the circumstances to do so, the Authority can make recommendations to the Minister for the review, reduction or withdrawal of funding by the State for those services and programmes.









Údarás Náisiúnta Míchumais  
National Disability Authority

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