An Coimisinéir Gaeilge
Irish Language Commissioner

Disability Action Plan
2026-2031

Accessibility StatementIntroduction

1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Office of the Irish Language Commissioner is required when carrying out its functions to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the disability duties').

1.2 Under Section 49B of the DDA 1995, the Irish Language Commissioner is also required to submit to the Equality Commission a plan showing how it proposes to fulfill these duties in relation to its functions.

1.3 The Commissioner is fully committed to implementing effectively our duties in relation to this disability action plan. We will allocate all necessary resources (in terms of people, time and money) in order to implement effectively this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.

1.4 We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with, and this disability action plan is effectively implemented. We will ensure effective communication of the plan to staff and to providing all necessary training and guidance for staff on disability duties and the implementation of the plan.

1.5 Date submitted to the Equality Commission: <Insert date>

1.6 We confirm our commitment to submitting an annual report to the Equality Commission on the implementation of this plan as well as carrying out a five yearly review of this plan. The Commissioner will consult with disabled people when implementing and reviewing their plans.

1.7 Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within ILC will be:

Director of Corporate Services
Office of the Irish Language Commissioner
7-9 Shaftesbury Square

Belfast
BT2 7DP
Email: **eolas@coimisineir.org**

1.8 A copy of this plan, our annual progress to the Equality Commission and our five-year review of this plan will be made available on our website.

The Irish Language Commissioner

1.9 The Office of the Irish Language Commissioner was provided for in the Identity and Language (Northern Ireland) Act 2022 ('the Act') and was established in November 2025.

1.10 The Act provides official recognition of the status of the Irish language in Northern Ireland, by providing for:

- the appointment of the Irish Language Commissioner
- the development of standards of best practice relating to the use of the Irish language by public authorities, and
- a requirement upon public authorities to have due regard to the standards.

1.11 The Act also acknowledges other ways that the Irish language is given official recognition, for example through the NI Executive's commitment to adopt a strategy to enhance and protect the development of the Irish language, through the work of the North-South Language body (Foras na Gaeilge) and through provision relating to Irish-medium education.

1.12 The principal aim of the Irish Language Commissioner is to enhance and protect the use of the Irish language by public authorities in the provision of services to the public or a section of the public in Northern Ireland.

1.13 The Commissioner is required to prepare and publish best practice standards relating to the use of the Irish Language by public authorities.

1.14 Once published, the Commissioner will monitor and promote compliance with the standards and investigate complaints, while providing advice, support and guidance in relation to the use of the Irish Language by the relevant authorities.

1.15

Public Life Positions

1.16 The Irish Language Commissioner seeks to fulfil the duty set out in secton 49A of the DDA 1995 to encourage participation by disabled people in public life.

1.17 The recruitment and selection for all positions within the Office of the Irish Language Commissioner will be undertaken in accordance with the Disability Discrimination (Northern Ireland) Order 2006 and with due regard to the disability duties.

1.18 The Irish Language Commissioner is a Corporation Sole supported by an Audit and Risk Assurance Committee (ARAC). The membership of the ARAC is independent of the Commissioner and consists of external members; these are the only public life positions open to adults within the Commissioner's office.

1.19 The ARAC supports the Commissioner (Accounting Officer) with their responsibilities by scrutinising and challenging the strategic processes concerning risk, finance, management and governance. Additionally, the ARAC gives advice to the Accounting Officer on the adequacy of coverage of audit arrangements (internal and external) to provide the required assurances.

1.20 ARAC members are appointed for a period of 3 years. Subject to satisfactory review, it may be possible to renew the appointment for a second term of 3 years.

Measures

1.21 Outlined in the attached Annex 1 are the measures which we propose to take over the period of this disability action plan, together with performance indicators or targets.

Approval

1.21 This plan has been approved by the Irish Language Commissioner

Signed:

Dr. Pól Deeds
Irish Language Commissioner

Date:

Annex 1

Disability Action Plan 2026-2031

Outlined below are measures to promote positive attitudes toward disabled people and encourage the participation of disabled people in public life.

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
1. Deliver staff training to ensure staff understand the requirements relating to disability equality legislation and disability awareness.	Ensure staff are up to date with required disabiity training, how it relates to their work and the importance of being treated with dignity, fairness, equality and respect.	Disability awareness training delivered to 100% of staff. Refresher training delivered every two years. Disability awarenss included in induction materials.	Years 1-5	Corporate Services
2. Deliver staff training to ensure those staff who are content	To ensure that staff, who are content creators/ publishers, are aware of	All staff involved in creating content or online	Years 1-5	Corporate Services – Communications Function

creators/publishers, understand online accessibility and compliance with the requirements set out in relevant regulations	the latest accessibility guidance and know how to apply in their work.	publishing are offered training. Monitoring records show training has been delivered to relevant staff.		
3. Identify and promote a champion within the Office of the Irish Language Commissioner with a role to support and advise staff on disability issues	To provide leadership on disability inclusion within the office.	Staff member designated as disability champion, annual work programme agreed and progress reported to senior management.	Year 1	Commissioner / Senior Management Team
4. Ensure digital accessibility of the office website and online services.	Improve access to digital information and services for people with disabilities.	Consider accessibility issues when developing and updating the website.	Years 1-5	Corporate Services
5. Identify opportunities to promote positive attitudes of disability	Use of staff, visitor and stakeholder images which promote positive	Review of images used to ensure they are representative of people	Years 1-5	Corporate Services

through images on ACG website, social media and publications.	attitudes towards disabled people.	in the community and, where possible of people engaging with, or participating in, ACG services, including those with a disability.		
6. Develop accessible resources	Ensure resources are accessible to people with disabilities	Key publications available in accessible electronic formats; consideration given to Easy Read, audio and other formats where appropriate.	Years 1-5	Corporate Services and Policy & Standards
7. Incorporate disability considerations into policy development.	Ensure disability impacts are considered when developing policies or services.	Incorporate disability considerations into screening and policy development templates. Disability considerations documented in policy proposals.	Years 1-5	Corporate Services and Policy & Standards

8. Collaborate with the lead tenant to provide a working environment that is accessible to staff and visitors with disabilities	Work with ECNI, as lead tenant of Equality House, to promote an accessible and inclusive working environment for disabled staff and visitors while implementing accessibility measures within the Office's area of responsibility.	Engagement with ECNI on accessibility matters as required. Accessibility considerations incorporated into office planning. Reasonable adjustments facilitated where practicable.	Years 1-5	Corporate Services
9. Review recruitment and employment practices.	Promote equality of opportunity for disabled applicants and employees.	Recruitment materials reviewed. Reasonable adjustment information included in recruitment literature.	Years 1-5	Corporate Services
10. Monitor disability related complaints and feedback.	Identify barriers experienced by disabled	Complaints and feedback monitored.	Years 1-5	Corporate Services

	people and improve services.	Improvement actions implemented.		
11. Improve accessibility of public engagement activities.	Ensure consultations, meetings and events are accessible and inclusive.	Accessibility considered when sourcing venues. Alternative formats, BSL & ISL interpretation and other supports offered where required.	Years 1-5	Corporate Services and Policy & Standards
12. Publish and promote the Disability Action Plan.	Raise awareness of the Office's commitment to disabiity inclusion and encourage engagement with the actions contained within the plan.	Plan published on the office website. Plan publicised through appropriate communication channels. Stakeholders notified of publication.	Year 1 (publication) and ongoing promotion Years 1-5.	Corporate Services.
13. Review the Disability Action Plan annually.	Monitor progress and ensure continuous improvement.	Action plan reviewed annually and updated where necessary.	Annually	Corporate Services

14. Prepare and submit an annual report to ECNI	Fulfill statutory reporting requirements and demonstrate progress in implementing the Disability Action Plan and promoting positive attitudes towards disabled people.	Annual progress report prepared and submitted to ECNI within required timescales. Report approved by senior management Progress against all actions monitored and recorded. Findings used to inform future actions and improvements.	Annually	Corporate Services