

## West Dunbartonshire Council

### Disability Equality Scheme 2006-2009: Action Plan Progress Report at May 2007

	Action	Outcome	Timescale	Progress
<b>Disability in West Dunbartonshire</b>				
<b>1</b>	The Council will produce a 'disability profile' of West Dunbartonshire	Availability of published information	2007	Material compiled
<b>Involvement</b>				
<b>2</b>	The Disability Working group will be expanded to represent a wider range of disability.	Wider representation in input to policy & practice	2007 and ongoing	DWG representation now includes mental health and learning disability.
<b>3</b>	The Disability Working Group and Joint Strategy Groups will contribute to impact assessment.	As Above	2007 and ongoing	DWG has participated in two pilot assessments.
<b>4</b>	The Council will publish a newsletter on its approach to disability equality.	Improved information and opportunity for involvement.	2007 and ongoing	First bulletin to be linked to annual review of scheme in December 2007
<b>Promotion of positive attitudes</b>				
<b>5</b>	The Council will use the opportunities provided in training, in decision-making forums, in events, in its own publications and in the local press to promote positive attitudes to disabled people.	Presentation of positive images.	2007 and ongoing	<i>DisabledGo</i> web site will promote disability equality in commercial sector. Press report on launch of disability scheme. Development of Disability equality issues are being taken forward in the WD Community Planning Partnership

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<b>Access to Council Buildings and the wider environment</b>				
6	The Council will make an annual capital allocation for a programme of improved access to buildings	Improved access to Council buildings	2007 and ongoing	£200K allocated for 2007/8 (£100K more than in 2006/7)
7	The Council will not take on the lease of property that will prevent disabled people from accessing services.	Improved access to Council buildings	Ongoing	Ongoing
8	The Council will work with disabled people on the assessment and improvement to key pedestrian routes.	Improved access in wider environment	Ongoing	Ongoing
<b>Transport</b>				
9	The Council will address disability equality in transport through the Local Transport Strategy.	Publication of strategy. Improved access to transport	2007	Disability issues addressed in section on 'Accessibility & Social Inclusion'
<b>Communication</b>				
10	The Council will use 'Communicating Effectively' to address barriers to communication with disabled people.	Wider awareness & use of 'Communicating Effectively' Improved communication	2007 and ongoing	Provided as guidance. Will feature in training – see Action 13
11	Procedures will be drawn up for the use of assistive technology and alternative formats.	Publication, distribution and use of procedures. Improved communication	2007 / 8	Procedures drawn up for Braille transcription.
<b>Information</b>				
12	The Council will identify an approach to the provision of information for disabled people.	An agreed information plan.	2007	Guidance material identified. Group members identified. First meeting due.

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<b>Training</b>				
<b>13</b>	The Council will produce an equalities training strategy including disability equality training.	Published strategy	2007	Strategy has been drafted – trainer identified – materials being developed
<b>Employment</b>				
<b>14</b>	The Positive Employment Forum will lead reviews of the impact on disabled people of the Council's employment policies.	Completed reviews Revised Policies	2007 and ongoing	Policy on equality in employment is being developed through PEF. Disability issues included in current reviews of personnel policies
<b>15</b>	The Council will continue to develop its commitments under the 'Double Tick' scheme.	Double tick review reports	Ongoing	'Double Tick' commitments are being included in current review of recruitment & selection policy
<b>16</b>	The Council will integrate disability equality into a management information system.	Availability of information about disabled employees	To be determined	Resources identified for new HR system. Disability will be included in the development of this. Current consideration of how disability should be recorded.
<b>17</b>	The Council will work through the Community Planning Partnership to increase employment opportunities for disabled people in W. Dunbartonshire.	Employability Framework and NEET strategy.  Increased employment among disabled people	2007 - 10	Workforce Plus action plan includes project on employment support for people with mental health problems, and project for employment support for people with learning disability.

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<b>Elimination of Harassment</b>				
18	The Council will review its policy on dignity at work	Publication of revised policy	2007	Will be included in employment policy reviews
19	The Council will use its survey results to assess the action to be taken to address community safety concerns among disabled people.	Identification of action to address harassment	2007	Still to commence
20	The home support password project will be evaluated with a view to it being extended across a wider range of services	Evaluation report	2007	Completed evaluation shows value of the approach. Work being undertaken to extend it.
<b>Procurement</b>				
21	The Council will carry out a disability impact assessment on its procurement strategy.	Procurement strategy	2007	Still to commence
<b>Impact Assessment and Evidence Gathering</b>				
22	The Council will undertake a disability impact assessment of new policies as part of an integrated impact assessment.	IIA reports and actions	2007 and ongoing	Assessment process identified. Meetings with management teams to be used to identify assessments. Training to follow.
23	The Council will prioritise existing services for assessment of their impact.	Impact assessment programme	2007	Prioritisation completed – will be used in planning assessments (see above)
24	The Council will set out and implement a programme of assessment of the impact of existing policies and practices	IIA reports and actions	2007 and ongoing	Assessment process identified. Meetings with management teams to be used to identify assessments

25	The Council will identify evidence and measures of the impact of its services on disabled people and report these through the Equality & Diversity Working Group	Identification and recording of key measures.  Reports to EDWG	2007 and ongoing	Services have taken part in pilot monitoring exercise. Results to be identified
26	The Council's CRM system will include information on disability.	Disability related information on CRM system	To be determined	Still to commence
<b>Disability Equality in Education</b>				
27	A task group to implement the disability equality action plan for education will be established.	Steering group established	2006	Completed
28	Mechanisms will be produced to identify all children and young people with a disability in educational establishments.	Children at stage 3b and above will be noted as having a learning disability. At the enrolment stage, parents will be asked if they consider their child to have a disability	2008	Completed

	<b>Action</b>	<b>Outcome</b>	<b>Timescale</b>	<b>Progress</b>
<b>29</b>	Track the progress of disabled pupils through educational objectives and national assessments	Annual audit will track progress of pupils at 3b & above. Those identified at enrolment as having disability will have attainment in national assessments monitored	2009	Ongoing
<b>30</b>	Procedures to be established ensuring that all children not educated in mainstream establishments, within or outwith West Dunbartonshire, are appropriately placed	All children appropriately placed	2007	Working group established
<b>31</b>	Provide training on new policy and procedures on assessment arrangements for candidates with disabilities and/or support needs	Key staff trained on Assessment of disabled candidates.	2006	Completed
<b>32</b>	Evaluate the Accessibility Strategy and set new three year targets	New 3 year targets set	2006	Completed
<b>33</b>	In partnership with social work and health services, establish an advocacy service for parents of disabled children and young people.	Parents of children with a disability may access advocacy services	2006	Completed
<b>34</b>	Ensure that existing consultation arrangements encourage and enable children with a disability and their parents to participate.	Greater involvement of those affected by disability in decision making	2006	Working group established

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<b>35</b>	Produce an audit tool to ensure children and young people with disabilities have equal access to participation in public life	All children can access the public activities of the school	2006-2009	At planning stage in consultation with pupils through pupil councils
<b>36</b>	Deliver awareness raising training to school staff on the duty to promote disability equality	All staff aware of Duty to Promote Equality	2007-2008	Ongoing
<b>37</b>	Publish an awareness raising leaflet	All staff and parents aware of Duty to Promote Equality	2007-2008	Ongoing
<b>38</b>	Identify further training and support needs of staff	All staff trained	2008	Ongoing
<b>39</b>	Establish a monitoring system to identify incidents on harassment on the grounds of disability	Incidents of disability related harassments are monitored and tackled where 'hot spots' appear	2007	Completed
<b>40</b>	Deliver awareness raising training to all education staff	All staff aware of the duty to Promote Disability Equality	2007-2008	Combined with action 30

	<b>Action</b>	<b>Outcome</b>	<b>Timescale</b>	<b>Progress</b>
<b>41</b>	Reform equal opportunities group to include staff with experience of disability issues. Group to assess impact of education policies in relation to duty to promote disability equality	Staff with expertise in the area of disability equality will be identified and will have joined this group. All education policies checked to ensure they meet the requirements of the Duty to Promote Disability Equality	2006-2009	Ongoing
<b>42</b>	Each educational establishment will audit relevant existing policies and practices to ensure they comply with the Duty to Promote Disability Equality	Each school will have policies and practices in place to promote disability equality. Policies will be audited by the quality improvement team.	2006-2009	Ongoing
<b>Reporting and Review of the Scheme</b>				
<b>43</b>	The Disability Equality Scheme will be reported annually and reviewed / revised in 2009	Annual reports  Review report	2007 and ongoing  2009	Annual report due end 2007