

Appendix 1

Luton Borough Council – Corporate Equality Scheme, Disability Equality Action Plan – Outcomes Progress Report as at 23rd July 2008.

Month outcome to be completed in or by end of.	Action Plan reference	Expected Outcome	Responsible Officer	✓ = met X not met	Comments
March 2008	CCS1	All existing corporate contracts reviewed. Report on progress	Corporate Procurement Manager	X	Ongoing, initial assessments underway, follow up actions being identified Procurement and equalities staff involved in assessment and

					action planning
	CCS2	Process August 2007 Recruitment Survey specifically for responses by disabled people	Head of HR	✓	Completed
		Discuss recruitment process and outcome of survey with d4	Head of HR	✓	Completed
		Discuss recruitment process and outcome of survey with Disability Challenge Champions	Head of HR	X	To be arranged after meeting with d4
	CE1	Council wide Equality Coordinators group to look at guidance on Gathering and Analysing Evidence to Inform Action for monitoring service delivery and it's implications.	Head of Equalities	✓	Meeting took place 30 th Jan.
	C&L1	Produce monitoring	Jo Fisher,	✓	Data collection

		reports on children with disabilities and services they are accessing	Service Manager for children with disabilities		completed and systems being updated. Monitoring on disabled children to be implemented from April 1 st 08
	C&L2	Review Being Young In Luton and Tellus2 findings for differential outcomes and identify actions to address inequalities. Report on disabled responses. Send findings to key partners	Change for Children Commissioning Unit – Steph Cash	✓	Report taken to June 08 DAAF.
	C&L3	Appoint two Transition Workers to support LDD young people make effective transitions from pre to post 16 local provision	Anne Futchter, Head of Access Service	✓	Officers in place from July 2008
	HCL2	Commissioning	Service	X	To Executive in June

		Strategy for Adult Social Care services taken to DAAF for comment	Manager/s		2008 for agreement for consultation – DAAF August for Consultation
	HCL2	To undertake 2 EIA's earlier than predicted in regard to Disability services to ensure that by end 2009 all EIA's have been undertaken, and will be in line with aims stated in the Disability Equality Scheme. These will specifically look at employment issues	Wendy Toomey/ Sandra Legate	✓	EIAs on Vocational Training Unit and d4 submitted to DAAF in June 2008.
April 2008	CCS1	Ongoing review of procurement documentation in conjunction with other authorities and Commission for Racial Equality (CRE – Now	Corporate Procurement Manager	X	Work to update internal corporate documentation has started. Link to DRC Guidance included in Procurement area of intranet.

		Equalities and Human Rights Commission EHRC). Internal corporate documentation is up to date and meets required standards. Easily accessible via Procurement area of inter and intranet 1.4.2008.			
	CCS2	Discuss recruitment process and outcome of survey with DAAF	Head of HR	✓	Taken to DAAF 5 th June
	CCS2	Seek discussions with successful applicants if they are now declaring a disability to discuss what has changed. Note: only if insufficient data from survey reports	Head of HR	?	Information not received from Department.
	HCL1	Group formed,	Trevor	✓	Group met 24 th April.

		information and work plan agreed, action plan set out and agreed by Disability and Access Forum	Morrow/ Michael McMahon/ Seona Gordon/ Sandra Legate		Plans not yet brought to DAAF.
	HCL1	Undertake Equality Impact Assessment on the Housing Assistance Policy. EIA finalised and taken to forums including DAAF	Dave Stevenson/ Sandra Legate/ Michelle Marvin	✓ (partially)	Brought to DAAF June 2008 and Department asked to undertake further work and resubmit to DAAF before DAAF agreement.
	HCL2	Analysis of information re independent living needs gathered and taken to DAAF	Seona Gordon/ Service Manager/s	✓ (partially)	Brought to DAAF June 2008 and Department asked to undertake further work and resubmit to DAAF before DAAF agreement
	HCL2	Performance Report on Direct Payments. Report taken to DAAF	Service Manager	✓	

		for comment.			
	HCL4	To set up a group of people who use Housing and Community Living services to assist in the monitoring and outcomes. To assist in the on going commissioning of services and service provision.	Heads of Service/Sandra Legate	✓ (Partial)	In Planning Stage for Adult Social Care/begun for housing
May 2008	CCS1	All new contracts or contract renewals assessed and fit for purpose Report on major contracts and findings or implications.	Corporate Procurement Manager	?	Information not received from Department
	CCS2	Produce action plan	Head of HR	X	Focus groups being set up. No action plan as yet.
	C&L5	Develop 3 coterminous	Anne	✓	High schools

		fully integrated area educational provisions on High School sites for students with social and communication difficulties. By May 2008 identify school and develop Primary provision	Futcher, Head of Access		<p>identified - Stopsley opened Sept 07, Lea Manor opening Sept 09, one will be through Building Schools for the Future (2011).</p> <p>Primary schools - five schools asked to be considered for the provision, during May in the process of identifying final school to open latest Sept 09</p>
June 2008	CE1	Report on existing service information and comparisons where available. Identification of gaps in knowledge and action plan to address priorities	Head of Equalities	✓	Report taken to August DAAF meeting. Action Plan due at the October DAAF meeting.

	E&R1	Report to DAAF detailing the outcome of the Council's consultation exercise on the position and availability of disabled parking throughout the town and an action plan	Engineering Services Manager	✓	Report submitted to DAAF on 6 June. Action plan to be prepared with nominated representative from DAAF. Further report to be made to DAAF on 9 October.
	E&R2	Investigation into the appropriateness and flexibility of the transport provided (whether direct or via contract) to and for disabled people report produced.	Passenger Transport Unit Manager	X	Resources not available. To be raised with Portfolio Holder
	E&R3	Report to DMT to identify and agree funding/resources for training and how much time each officer will	Equalities Support Officer	X	Report to DAAF at its meeting on 9 October to report progress.

		need to allocate to schemes and projects once they have been trained.			
	HCL1	Group to present update report to DAAF for agreement	Chair of Group/ Sandra Legate	?	Information not received from Department
	HCL1	A study undertaken within the Housing Sub Region to look at monitoring to be cohesive across the sub regional borders, in regard to disability and ethnicity. Report written and taken to DAAF.	Sarah Rowe	?	Information not received from Department
	HCL2	Strategy for increased diversity of day care opportunities. Initial report completed. DAAF updated on	Seona Gordon/ Service Manager/s	?	Information not received from Department

		progress.			
	HCL3	Analysis of the current and future Luton needs for social care services, to include whether these are different to the groups nationally identified as in need and what action is needed to meet local needs. Report written and taken to DAAF.	Wendy Toomey	?	Information not received from Department
July 2008	CCS3	Research & Develop final report	Head of HR	?	Information not received from Department
	C&L2	Collate feedback from key partners. Develop Action Plan with partners to improve service delivery August 2008 onwards.	Change for Children Commissioning Unit – Steph Cash	?	Information not received from Department
	C&L5	Monitor progress of Stopsley provision.	Anne Fletcher,	✓	Stopsley provision established since

		Parents and pupils are satisfied with support offered to young people	Head of Access		<p>September 2007. Teacher in post and from September 2008 4 teaching assistants. The provision will have 8 young people attending from September 2008. 3 in year 7; 1 in year 8; 2 in year 9; 2 in year 11.</p> <p>Annual reviews of pupils provided positive feedback from pupils and their parents.</p>
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Appendix 2 Departmental Actions

Corporate and Customer Services 1 (CCS1)

Action

Undertake a review of procurement and existing contracts to ensure that appropriate action is taken so enabling the Council to meet its duties

Expected outcome

Procurement and contracts reviewed, actions identified and incorporated into an action plan for inclusion in revised DES

Corporate and Customer Services 2 (CCS2)

Action

Investigation of the differences in outcomes in the latest recruitment statistics (covering period July- Dec 04 and subsequent statistics) to identify reasons, if any, for differential outcomes for disabled people.

Expected outcome

Report covering July – Dec 04 produced leading to actions to address differential outcomes.

Further reporting to inform DES revisions

Corporate and Customer Services 3 (CCS3)

Action

Action taken to identify why there are differences between impairment types employed by the Council leading to actions to achieve an appropriate balance.

Expected outcome (this is a revised outcome, the original outcome did not relate to the action, that will need to be agreed as part of the revised DEAP)

Report on employment of disabled people by the Council by impairment type identifying any differences (e.g. lower proportion of one type of impairment when compared to figures for the working age population for that impairment), possible reasons for differences and actions to address differences where possible.

Chief Executives Department 1 (CE1)

Action:

DRC Guidance on Gathering and Analysing Evidence to Inform Action for monitoring service delivery implemented

Expected outcome:

Annual report covering all recommended areas showing comparisons between disabled and non-disabled service users and customers.

Children and Learning 1 (CL1)

Action

Every Disabled Child Matters Data Project

form group to improve monitoring of disabled children and young people in Luton.

Including:

Ensuring consistent use of disability categories and recording on MIS systems, updating of software as required.

Recording and monitoring of SEN and Social Care Transition Plans on MIS systems

Implement long term procedures to ensure data is robust and informs better service planning.

Phase 1 of the project relates to Children & Learning department services, after which Phase 2 will be implemented across all children's services in Luton. (Scoping report available on request)

Expected outcome

To improve monitoring of disabled groups, ensure better knowledge of groups and their needs, ultimately improving service provision, and enabling better planning of future services.

Children & Learning 2 (CL2)**Action**

Review Being Young In Luton and Tellus2 findings for differential outcomes and identify actions to address inequalities.

Expected outcome

Inform service delivery and improve services for disabled children and young people.

Children & Learning 3 (CL3)

Action

The Joint 14 – 19 Strategy for Vulnerable Young People in Luton (April 2007 – March 2010), written following the recommendations of Luton's Area wide 14-19 inspection (2006), which stated that 'the Local Authority, the local Learning & Skills Council, Connexions Service and their partners should agree and implement a joint overarching strategy for provision for vulnerable groups, including young people with learning difficulties and disabilities (LDD)' with a focus on implementing 'effective actions to improve post-16 participation by young people with learning difficulties and other vulnerable young groups'.

Expected outcome

Increased participation of 14-19 year olds with learning difficulties and disabilities.

Children & Learning 4 (CL4)

Action

Publication and implementation of Multi Agency Anti Bullying Strategy

Expected outcome

Multi-agency bullying strategy published and distributed to stakeholders and partners

Children & Learning 5 (CL5)

Action

Develop 3 coterminous fully integrated area educational provisions on High School sites for students with social and communication difficulties

Expected outcome

Improved outcomes for pupils with communication and interaction needs. Mainstream teachers increasingly confident in working with young people with communication interaction difficulties. .

Children & Learning 6 (CL6)

Action

Close current Key Stage 1 and 2 provision at Beechwood Primary School (BILD) and develop two new integrated provisions.

Expected outcome

New intergrated provision to replace BILD

Children and Learning 7 (CL7)

Action**New National Indicator 'Services for Disabled Children'**

The Aiming High for Disabled Children report (DCSF & HM Treasury May 07) made a commitment to introduce an indicator on the provision of services for disabled children as part of the comprehensive spending review, which is now in place.

The indicator will be based on the results of a survey of parents and guardians of disabled children (aged 0-19, using DDA definition) with regards to the extent to which services for disabled children are delivered with:

- Good provision of information
- Transparency in how the available levels of support are determined
- Participation of disabled children and their families in service planning, commission and delivery
- Integrated assessment provided by different services in a coherent, coordinated way
- A clear and published complaints procedure allowing feedback on services

In Luton, proposals have been made to include this indicator as part of the 35 statutory targets in the Local Area Agreement as well as local monitoring

Expected outcome

Improved local data on disabled children population and improved services for disabled children.

Environment & Regeneration 1 (ER1)

Action:

Full consideration and consultation on the position and availability of disabled parking in all parts of the Borough (not just the Town Centre) and how that supports or hinders take up of activities by disabled people. Activities to be interpreted in its widest sense.

Expected outcome:

Report and action plan to deal with issues (if any) produced.

Environment & Regeneration 2 (ER2)

Action:

Investigation into the appropriateness and flexibility of the transport provided (whether direct or via contract) to and for disabled people.

Expected outcome:

Report and action plan to deal with issues (if any) produced.

Environment & Regeneration 3 (ER3)

Action:

A group of officers, disabled people and relevant organisations formed to examine Disability Rights Commission Guidance for planning, buildings, streets and disability equality. This group to produce a report and recommendations for further action to be included in the DES in December 2007.

Expected outcome:

Report and agreed action plan included in the review of the first year of the DES.

Environment & Regeneration 4 (ER4)**Action:**

Research into the number of working age disabled people in the Borough undertaken.

Expected outcome:

An approximate figure produced (and reviewed) leading to appropriate targets in future DES.

Housing and Community Living 1

Action:

Group of Officers, disabled people and relevant organisations formed to examine Disability Rights Commission Guidance. This group to produce a report and recommendations for further action to be included in the revised DES Action Plan for DAAF February 2008 and continuing life time of the present DES (2009)

Expected outcome:

Report and agreed action plan

Housing and Community Living 2

Action:

Analyse independent living needs and experiences of disabled people in the Borough. This to include take up of Direct Payments, access to Advocacy Services, access to employment, education, family life, appropriateness and effectiveness of transport provided by the Council etc (as per DRC guidance). To be linked to ongoing work on the performance on Social Care and Performance Management

Action: Analysis of the current and future Luton needs for social care services, to include whether these are different to the groups nationally identified as in need and what action is needed to meet local needs.

Expected outcome:. Report on the current and future social care needs based on involvement of disabled people; carers; organisations of and for disabled people and action plans to meet needs.

Expected outcome:

Report on independent living needs and the effectiveness of current policies and practices in supporting disabled people to live independent lives, obtained including the satisfaction levels and current and likely future needs of those who do live independently, the identification of those who would like to live independently but aren't and the actions needed to enable that to happen.

Housing and Community Living 3

Housing and Community Living 4

Action: Monitoring and Performance
Expected outcome: Housing and Community Living ensures the proactive use of monitoring to ensure accessibility of services to all within the community of Luton.