

COMMITTEE: **DISABILITY ADVISORY AND ACCESS
FORUM**

DATE: **9TH OCTOBER 2008**

SUBJECT: **DISABILITY EQUALITY SCHEME ACTION
PLAN – PROGRESS REPORT.**

REPORT BY: **PAUL CURRY**

CONTACT OFFICER: **01582 546146**

IMPLICATIONS:

LEGAL		COMMUNITY SAFETY
EQUALITIES	✓	ENVIRONMENT
FINANCIAL		CONSULTATIONS
STAFFING		OTHER

WARDS AFFECTED: All

PURPOSE

1. To inform DAAF of progress against the actions in the Corporate Disability Equality Action Plan.

RECOMMENDATION(S)

2. **DAAF is recommended to note and comment on, where they feel it appropriate, the reported progress against the actions in the Corporate Disability Equality Action Plan (DEAP).**

BACKGROUND

3. The Disability Discrimination Act 2005 (DDA05) placed a series of Duties on the Council. These were:
4. A General Duty to:
 - Promote equality of opportunity between disabled persons and other persons
 - Promote positive attitudes towards disabled persons;
 - Eliminate unlawful discrimination
 - Eliminate unlawful harassment
 - Encourage participation by disabled persons in public life, and,
 - Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons. For example in the provision of Reasonable Adjustments as required by the 1995 Act.
5. Specific duties

Produce and publish a Disability Equality Scheme (DES), in which the Council must set out:

 - How disabled people have been involved in drawing up the Scheme

- How the Council will assess the impact of its policies and activities on disabled people
 - The steps the Council will take to improve outcomes for disabled people
 - How the Council will gather and use evidence regarding the impact of its policies
 - Update the Disability Equality Scheme every three years
6. The actions included in the DEAP were based on consultation with Disabled People, groups of, and for, Disabled People, Council employees and was agreed by the Council's Senior Management Team and elected Members. It also incorporated the various guidance documents produced by the Disability Rights Commission.
 7. Luton chose to publish a Corporate Equality Scheme instead of a Disability Equality Scheme, but within that included a Disability Equality Action Plan (DEAP) covering the period December 2006 to October 2007
 8. The Forum agreed a revised DEAP covering the period up to December 2009 at the 7th February 2008 meeting.

REPORT

9. Departments are required to report to the Forum progress against the actions in the DEAP. A template was produced to assist Departments in this and to be a simple way to show the Forum what progress there has been against the actions. The template is attached as Appendix 1.
10. The template has been amended, following request from the Forum, to show the detailed actions under the broad

headings rather than in simple date order as was previously how the template was presented to the Forum.

11. An additional column covering expected outcomes has been added to assist the Forum.
12. Departments had to plan based on an identified high level action and an expected outcome. It is the achievement of the expected outcome that is necessary to be able to confirm that the action has been met. An overview by Department follows.

Chief Executives

13. The Chief Executives Department has only one action in the current DEAP, taking over responsibility for implementing the recommendations of the DRC Guidance on Gathering and Analysing Evidence to Inform Action for monitoring service delivery.
14. Work has been undertaken with Departments to identify the level of equalities monitoring of service delivery currently being undertaken and gaps have been identified. Further negotiations need to be undertaken with Departments on what they are able to report to DAAF in relation to the results of the monitoring of service delivery. For this reason the deadlines have slipped.

Children and Learning

15. Children and Learning Department are on target to meet their expected outcomes.

Corporate and Customer Services

16. No update was received from the Department.

Environment and Regeneration

17. Environment and Regeneration are on target to meet all but one of their expected outcomes. The Department is to bring an action plan on how they will meet the outstanding expected outcome to the October DAAF meeting.

Housing and Community Living

18. This an area where there is some disagreement between the Department and the Equalities Unit. There are actions that the Department report as being completed but where the Equalities Unit consider that the expected outcome has not been, or will not be, achieved. Discussions are on going.

EQUALITIES IMPLICATIONS

19. The Disability Equality Scheme and the Disability Equality Action Plan are key documents to enable us to work towards both the legal requirements of the DDA05 and better outcomes for disabled people.

APPENDIX

20. Updated Disability Equality Action Plan reporting template.

LIST OF BACKGROUND PAPERS

Disability Discrimination Act 2005 and associated Guidance documents are available from the Equalities Unit or from the Equality and Human Rights Commission website at <http://www.equalityhumanrights.com/en/forbusinessesandorganisation/publicauthorities/disabilityequalityd/pages/default.aspx>