

APPENDIX 1

Luton Borough Council – Corporate Equality Scheme, Disability Equality Action Plan – Outcomes Progress Report as at 13th March 2009

* Indicates the actions that were included in the original one year action plan, so have been in place since December 2006. All other actions have been in place since December 2007. All actions, bar one, were due to be completed by March 2009.

Customer and Corporate Services 1 (CCS1) *

Action
Undertake a review of procurement and existing contracts to ensure that appropriate action is taken so enabling the Authority to meet its duties
Expected outcome
Procurement and contracts reviewed, actions identified and incorporated into an action plan for inclusion in revised DES
Partially met. All existing Corporate contacts have been reviewed. Departmental contracts have not been reviewed. An action will be placed in the revised Corporate Equality Scheme (2009) for Departments to review their own contracts.

Customer and Corporate 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

Partially met. An investigation into differential outcomes has taken place however an action plan to deal with issues raised has yet to be produced.

Customer and Corporate Services 3 (CCS3) *

Action

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

Expected outcome

Report on employment of disabled people by the Authority 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.

Partially met. Work has been undertaken to identify differences in impairment types employed by the Council. Recent data (see E&R 4) means that comparisons with the working age disabled population can now be made to identify any differences when compared to the population and actions developed to address these. This action will be incorporated into the Revised Corporate Equality Scheme (2009).

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.

Not met. Departments report that all key services are now monitored by disability and impairment type. Work needed to establish areas that will be reported on. This action will be

carried forward to the revised Corporate Equality Scheme (2009)

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.

Action met

Children & Learning 2 (CL2)

Action

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

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

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 Authority, 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.
Action met

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
Action met

Children & Learning 5 (CL5)

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

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

Action met

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 integrated provision to replace BILD
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Action met

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.

Not due to be completed until December 2009

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.

Action met.

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.

Not met. Action plan has been developed to meet the action and will be carried forward to the Revised Corporate Equality Scheme (2009)

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.

Action met. Relevant employees in E&R have been recruited as volunteer Access Champions and have received training in access to the built environment from the Centre for Accessible Environments. Other actions from the Disability Rights Commission Guidance to be included in the Revised Corporate Equality Scheme (2009)

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.

Action met. Figures being used to influence new employment targets as part of the Corporate Equality Action Planning round and will be included in the Revised Corporate Equality Scheme (2009)

Housing and Community Living 1 (HCL1) *

Action:

Group of Officers, disabled people and relevant organisations formed to examine Disability Rights Commission Guidance [Housing]. 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

Partially met. A group was formed and the DRC Guidance was discussed at a meeting. As yet there has been no report on the recommended areas, or suggested performance indicators, in the DRC Guidance and no recommendations for further actions.

Housing and Community Living 2 (HCL2) *

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 of Social Care and Performance Management

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.

Partially met. The Department has recently published it's Commissioning Strategies. There was a major consultation exercise undertaken on the proposals in the Draft Commissioning Strategies. However, there has been no publication of a report showing an analysis of independent living needs and the effectiveness of current policies and practices etc. It may be that this work was undertaken to develop the proposals in the Commissioning Strategies (this is suggested as the case in the HCL further information in Appendix 2) and publication of this work will provide the transparency required by the Disability Equality Duty Code of Practice in showing the link between the involvement of disabled people to identify priorities and the development of options and proposals to meet those priorities. There is an action to review all existing service information by October 2009 and it may be that the Department plans to publish the reports at this stage.

Housing and Community Living 3 (HCL3) *

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.
Action not met. This may be met by the publication of the analysis of independent living needs in HCL 2 if this was covered as part of those investigations.

Housing and Community Living 4 (HCL4)

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.
Action not met. Report on the use of HCL services by disabled people broken down further by race, age, gender, sexuality and faith and religion due in March 2009, not produced as yet.