

**EQUALITY IMPACT ASSESSMENT ACTION PLAN****Form I.A.5**Department: **Chief Executive/ Corporate and Customer Services**Policy: Disability Employment (**March 2004**)

Action point	Officer Responsible	Date for completion	Evidence of Action	Outcome
Revise Disability Employment Policy	H. Beaumont and Paul Curry	March 2005	Policy revised	Comprehensive policy and procedure to support achievement of the Council's targets.
Employee charter	Kath Huth and Paul Curry	March 2005	Charter produced and publicised.	Increased awareness of policy
Complete Access Audit	Graham Spademan and Simon Perry	October 2004	Audit completed	Development of clear evacuation procedures for disabled people.
Reasonable Adjustment consideration	Val Grant/ Lilian Adams	October 2004	Secure funding for reasonable adjustments and set up Panel.	A more consistent approach to meeting needs of employees.
Develop PEEPs	Karen Owen/ Managers	October 2004	All disabled employees have a PEEP.	All employees are evacuated safely in emergencies
Representation of disabled people in workforce	Val Grant & Paul Curry	March 2005	Links with disability organisations & targeted recruitment fairs	Council employment target of 8% achieved and maintained.