

# **Bridgend County Borough Council**

## **Report of the Chief Executive**

### **Equalities Committee**

**19 December 2006**

#### **Draft Disability Equality Scheme**

##### **1. Purpose**

- 1.1** The purpose of this report is to seek the endorsement of the Equalities Committee for the draft Disability Equality Scheme (see appendix 1).

##### **2. Background**

- 2.1** In order to meet the Authority's statutory duty under the Disability Discrimination Act 2005 and achieve level 2 of the Equality Standard for Local Government in Wales by March 2007 the Authority must put in place a Disability Equality Scheme that covers the specific duties included in the Act.

##### **3. Draft Disability Equality Scheme**

- 3.1** The draft Disability Equality Scheme sets out how the Authority will meet the new general duty that we must, in carrying out our functions, have due regard to:

- promote equality of opportunity between disabled people and other people;
- eliminate discrimination which is unlawful under the Act;
- eliminate harassment of disabled people that is related to their disabilities;
- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life;
- take steps to take account of disabled people's disabilities even where this involves treating disabled people more favourably than other people.

- 3.2** The draft scheme includes the outcomes of the 'Have your Say' event that the Council ran in partnership with Bridgend Local Health Board and Bro Morgannwg NHS Trust on 14 November 2006. It relates to key elements of the Authority's draft Corporate Equality Plan.

##### **4. Legal and financial implications**

This report contributes to the authority meeting its statutory duties on disability equality and the financial implications arising from this draft scheme will be assessed by the Corporate Equalities Management Group to support the submission of a report to Cabinet.

## **5. Recommendations**

That the Equalities Committee endorse the draft Disability Equality Scheme and recommend it to Cabinet.

**David Bowles**  
**Interim Chief Executive**  
**19 December 2006**

### **Contact Officer:**

L Smith, Corporate Equalities Co-ordinator

**Email:** [smithlj@bridgend.gov.uk](mailto:smithlj@bridgend.gov.uk)

### **Background papers:**

- Equality Standard for Local Government in Wales
- Wales Programme of Improvement Guidance for Local Authorities 2005 (Circular 28/2005)
- Disability Discrimination Act 1995 and 2005
- Protection from Harassment Act 1997
- Government of Wales Act 1998
- Human Rights Act 1998
- Gender Recognition Act 2004
- Carers (Equal Opportunities) Act 2004
- Equality Act 2006
- Work and Families Act 2006

## Equalities Committee Work Plan

### Committee meeting dates

Date	Time
07 Nov 2006	14.30-17.00
19 Dec 2006	14.30-17.00
21 Feb 2007	13.30-16.00
02 Apr 2007	10.00-12.30
14 May 2007	10.00-12.30
18 Jul 2007	10.00-12.30
10 Sep 2007	10.00-12.30
07 Nov 2007	10.00-12.30
05 Dec 2007	10.00-12.30

### Commitments in Corporate Equalities Plan

Strategic Project	Action	Meeting
Development of equality policy framework.	Develop draft policy statements Report on outcomes of consultation to CCE & Cabinet.	Dec 2006.
Development of Corporate Equalities Plan	Prepare draft CEP with report on financial implications.	Dec 2006
Review of Race Equality Scheme	Re-Draft Race Equality Scheme to be submitted to CEMG 19.10.06	Dec 2006
Review of Welsh Language Scheme	Report on submission to Welsh Language Board on draft revised scheme.	Dec 2006
Develop a draft Disability Equality Scheme.	Update on consultation and proposals for draft scheme. Report on finalised scheme.	Nov 2006 Dec 2006
Develop a draft Gender Equality Scheme.	Report on consultation plans on draft scheme Report final scheme	Dec 2006 Feb 2007
Develop information & guidance for managers, staff and councillors.	Develop 'Know your community' package.	Nov 2007
Develop Community Involvement Action Plan linked to EU Year of Equal Opportunities for All 2007.	Report on Draft Community Involvement Action Plan linked to statutory timetable and identifying resources.	Dec 2006.
Review strategic service policies/plans and corporate equality impact assessment process	Report on prioritising risk areas and recommendations for review.	April 2007

<b>Strategic Project</b>	<b>Action</b>	<b>Meeting</b>
Review procurement process to mainstream good practice in equalities	Report on mainstreaming equalities into procurement	Feb 2007
Review Performance Management Framework to mainstream good practice in equalities	Report on mainstreaming equalities into performance management.	Feb 2007
Review council policy and mechanisms for dealing with hate crimes, domestic violence and harassment in community and employment.	Report on good practice and current policy position with recommendations for improvements.	Feb 2007
Develop corporate language and accessible communication policy and action plan, including external accreditation.	Report with proposals and costings.	Feb 2007
Develop equality monitoring protocol for service areas	Report on proposals on equality monitoring arrangements. Directorates to produce analytical reports on service monitoring.	May 2007  Sept 2007
Review of employment policies & practices to ensure compliance with legislation and codes of practice.	Report making recommendations for improvement.	April 2007
Produce and publish annual workforce analysis in line with statutory employment monitoring duties	Report including opportunities to promote equality good practice.	Feb 2007
Review of staff and member training and development	Report on options for staff training, including costs Report on equality training strategy for members.	March 2007  June 2007
Annual report on implementation of Corporate Equality Plan and statutory schemes.	Report on proposal for annual reporting process and format.	April 2007