

Draft Disability Equality Scheme 2006 - 2009

December 2006



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Introduction

Welcome to Bridgend County Borough Council's Draft Disability Equality Scheme. Most public authorities including the Council have to produce a Disability Equality Scheme. The scheme provides the Council with an opportunity to show how it will enable disabled people to become more involved in the communities in which they live and help to ensure that when we deliver services we think about how we can meet the diverse needs of disabled people.

We all want to live in communities where we can participate fully and equally. We know that for disabled people this hasn't happened yet and there remains considerable work to be done to get to this point. We know that in Bridgend County Borough there are over 32,000 people with a long-term health problem and over 13,000 people are claiming disability-related benefits. We also know that over 16,000 people provide unpaid care to disabled people and that over 4,000 people provide over 50 hours of unpaid care per week. This is a major section of our community – people who make a valuable contribution to the life of the county and who can help us to become a more inclusive community.

The new disability equality duty requires the Council to be proactive in ensuring that disabled people are treated fairly and to find practical improvements in the way the Council delivers services so that it can close the gaps in opportunity that disabled people face. This means including the views of disabled people from the outset so that we can make a real change in how disabled people are treated.

The issues set out in this scheme reflect the findings of consultation undertaken with local disabled people and their organisations on how to meet the new disability equality duty. This consultation was undertaken in partnership with Bridgend Local Health Board, Bro Morgannwg NHS Trust and Bridgend Association of Voluntary Organisations. In writing this scheme we have also used the Disability Rights Commission's Code of Practice on 'The Duty to Promote Disability Equality Duty' and 'Guidance for Public Authorities on How to Effectively Involve Disabled People'.

The Council recognises that the continued involvement of disabled people will be essential to the success of this scheme and we want disabled people to tell us what we need to do better or differently. If you have a disability, we want to know what you think of this Scheme.

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Background

The Purpose of our Disability Equality Scheme

The new Disability Discrimination Act 2005 gives the Council what are known as 'general' and 'specific' duties to promote disability equality. Disability equality is about making things fairer for disabled people.

Producing a Disability Equality Scheme is one of the 'specific duties' of the new Disability Discrimination Act 2005.

What is a Disability Equality Scheme?

A Disability Equality Scheme sets out our plans for making equality happen for disabled people living in Bridgend County Borough. The Scheme also includes a number of things we must consider under the specific duty. For example, our action plan must include measurements of progress for disabled people in the areas of employment, access to services and education.

Further information about the Disability Discrimination Act 2005, including what the new duties mean can be found in the section called 'What the Law Says'

The purpose of our Disability Equality Scheme is to:

- Show how we have involved disabled people
- Find out what barriers are faced by disabled people and take steps to remove them.
- Find out what disabled people need and which of these needs are the most important to them.
- Make sure we meet our legal duties.
- Tell people what our responsibilities are. This includes telling: elected members, managers, employees, unions, our partners in the public, voluntary and private sectors, as well as residents.
- Explain how we make things fairer for disabled people in planning our services and what we do.
- Show how the Scheme links to other equalities objectives and priorities.
- Provide information about our involvement, assessments and training arrangements.

- Work in partnership with other organisations to prevent discrimination and harassment in the wider community.
- Show what has changed as a result of involvement and set out how we will put the Scheme into practice.
- Monitor and check what we are doing and report each year.

What the Law Says

The Council will carry out its duties with due regard to the following legislation:

- The Disability Discrimination Act (DDA) 1995 as amended by the Disability Discrimination Act 2005
- The Special Educational Needs and Disability Act 2001
- The Children Act 2004 (which includes provisions for disabled children)
- Buildings Regulations 2000 and Part M requirements – building regulation amendments 2003

Disability Discrimination Act (DDA) 2005

The new general duty means that we must, in carrying out our functions, (what we do) 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.

'Due regard' means that authorities should give due weight to the need to promote disability equality in proportion to its relevance.

The general duty builds upon the duties of the Disability Discrimination Act 1995 including the duty to make reasonable adjustments to make sure

disabled people can access employment; goods, facilities, services, functions and premises.

What do we mean by disability?

The Disability Discrimination Act 1995 (DDA) describes a disabled person as a person who has a physical, sensory or mental impairment that has a substantial adverse effect on that person being able to carry out day-to-day activities. The definition of disability applies to a wide range of conditions, some of which may be non-visible (including for example people with Alzheimer's and arthritis, and those with learning disabilities, depression, diabetes, cancer, coronary heart disease, people living with HIV and AIDS etc).¹

The consultation undertaken for this scheme highlighted the different communication needs of Deaf, deafened, hard of hearing people, Deafblind people, people with learning disabilities and people who are experiencing communication impairment as a result of a neurological condition (such as stroke, multiple sclerosis, motor neuron disease and Parkinson's disease).

The consultation also demonstrated that many people who are protected under the Act do not consider themselves to be disabled. Deaf people have indicated in local consultation that they would prefer to be known as a 'linguistic minority' rather than 'disabled people.' The term Deaf people with the use of a capital D, describes people who are Deaf and have British Sign Language as their first language. Their needs are distinct from people who are deafened and lip-read or those people who are hard of hearing.

This is why it is important that this scheme considers disability in its widest sense and key to this is the social model of disability.

The social model of disability

The Disability Equality Duty reflects the social model of disability. This takes the approach that what stops or hinders a disabled person doing something are barriers that society has put in place or failed to remove. It is society that disables a person not their impairment.

The Disability Equality Duty takes the social model and applies it to the functions of a public authority. It does this by recognising the negative impact on disabled people of a society designed for non-disabled people. It

¹ Further guidance on the definition is contained at www.drc.org.uk

also recognises that active steps are needed to promote equality for disabled people.

The Authority recognises that adopting the social model of disability will play a significant part in underpinning the scheme and reshaping the way our services are delivered. We have included this commitment in the draft Disability Equality Statement set out on page 34.

Through the implementation of the scheme the Authority will proactively encourage Members, employees and community partners to adopt the social model of disability. There will be an expectation that employees and providers take reasonable steps to remove barriers to services and tackle discrimination. The scheme will make a clear commitment to work with disability organisations and disabled people to ensure that local service delivery moves towards a social model of disability.

Disability in the national and local context

In the UK

There are an estimated 11 million disabled adults in the United Kingdom (1 in 5 of the total adult population) and 770,000 disabled children. Many of these disabled people often have less obvious or non-visible impairments.

Disabled people do less well than non-disabled people in many areas of life. For example, they are more likely to do less well in terms of employment, income and education. Disabled people are also more likely to face discrimination and negative attitudes.²

In Wales

Information on the number of disabled people can be difficult to collect, often because definitions of disability can vary between different surveys. Also people do not always see themselves as being disabled, even though they are recognised as such under the law.

The 2001 Census showed that in Wales nearly 1 in 4 people (23.3 per cent) had a limiting long-term illness. For people of working age this was nearly 1 in 5 (18.4 per cent). This is about 5% higher than the comparable figures for England.

² Improving the Life Chances of Disabled People, Government Strategy Unit 2005.

The 2004 Labour Force Survey estimates that 396,000 of people of working age in Wales said that they were disabled and 54,000 of these people considered themselves to have a work limiting disability.

The Welsh Health Survey (WHS) is a continuous health survey and gives a picture of the types of health issues that are affecting people in Wales. The 2004 survey estimated the following:

- 14% of the adult population were being treated for arthritis
- 13% for respiratory illness
- 10% for heart disease (not counting high blood pressure)
- 9% for mental illness
- 5% for diabetes
- 4% were being treated (or had been treated) for cancer

Both the Welsh Health Survey (2004) and Living in Wales Survey (2004) showed that levels of limiting long-term illness increased with age and that over the age of 45 the proportion of men reporting having a long-term illness or disability was slightly higher than women.

- 1 in 8 people aged 16 to 44 had a limiting long-term illness
- 1 in 3 of people aged 45-64, and half of people aged 65 or over

The 2004 Family Resources Survey run by the Department for Work and Pensions estimated that 23% of households in Wales claimed incapacity or disablement benefits. These are about eight percentage points higher than the comparable figures for England.

To summarise, in Wales nearly 1 in 4 people (23.3 per cent) have a limiting long-term illness and for people of working age this is nearly 1 in 5 (18.4 per cent).

In Bridgend

- There are 130,400 people living in Bridgend County Borough. The County Borough's largest settlements are Bridgend (36,654), Maesteg (12,703), and Porthcawl (15,798).³
- 25% of the population of Bridgend have a long term limiting illness
- The highest level of long term limiting illness is in Blackmill (32.6%), followed by Bettws (31.9%), Caerau and Maesteg East (30.8%).⁴

³ Census 2001

⁴ Census 2001

- In terms of entitlements to disability benefits, the highest actual numbers can be found in the Caerau ward, with over 1,000 residents of the ward are in receipt of disability related benefits. Other wards where high numbers of people are entitled to and receiving disability benefits include Pyle, Cornelly, Maesteg West and East.⁵
- 12.6% of the population of Bridgend County Borough provided unpaid care. The wards with over 15% of the population providing unpaid care are Rest Bay, Coychurch Lower and Newton. The lowest proportion of the population providing unpaid care was in Brackla. These figures show some correlation with age statistics. Rest Bay has the highest proportion of the population over 65 years of age (32.1%) and Brackla has the lowest (6.56%).⁶

Bridgend in general

- 49% of the population of Bridgend are men and 51% are women
- 98% of the population are from a white ethnic background
- 70% of the population described themselves as Christian
- 11% of the people aged 3 and over in the County Borough are able to speak Welsh and just over 8% are able to speak, read and write Welsh.⁷

The Council's Workforce

We monitor the number of disabled people that we employ.

Figures show that:

- 1.19 % of people employed by the Council are disabled. This is as a percentage of the whole workforce (including schools).

⁵ Department of Work and Pensions, February 2006.

⁶ Census 2001

⁷ Census 2001

Who we are

The Council has 54 elected Members covering 39 wards. It is responsible for the provision of a diverse range of local government services and employs approximately 8,500 people. Following re-organisation in 2006 the Council delivers services through 7 directorates, each with specific functions and services:

Bridgend County Borough Council Organisational Structure	
Office of the Chief Executive <ul style="list-style-type: none"> • Business Efficiency and Effectiveness • Policy and Performance Management • Public Relations 	Legal Services <ul style="list-style-type: none"> • Democratic Services • Monitoring Officer • Freedom of Information • Data Protection
Environment & Planning <ul style="list-style-type: none"> • Central Administration • Transportation and Engineering • Planning • Architectural & Technical • Public Protection • Emergency Planning 	Education, Leisure & Community Services <ul style="list-style-type: none"> • Special Needs and Inclusion • Strategic Planning Services • Community Recreation and Cultural Services • Learning and Skills
Regeneration <ul style="list-style-type: none"> • Tourism • Economic Development • Physical Regeneration • Regeneration Funding • Community Regeneration <ul style="list-style-type: none"> • Communities First • Community Safety Partnership • Youth Offending Team • Children and Young People Partnership 	Personal Services <ul style="list-style-type: none"> • Children's Services • Resource Management • Housing & Community Well-being • Older People & Physical Disability Services • Learning Disability, Mental Health & Substance Misuse Services
Resources Directorate <ul style="list-style-type: none"> • Human resources • Finance • Internal Audit • Strategic Procurement • Information Technology • Property Services 	

The Council has a Leader and Cabinet model of local government. The Cabinet is made up of six councillors - four members with service responsibilities that reflect the council's directorate structure, one member with a cross-cutting responsibility and the Leader of the Council.

The Cabinet members are drawn from the Council's majority party and their decisions are examined by five Scrutiny Committees whose Chairs all belong to opposition parties. The main purposes of Overview and Scrutiny Committees are to hold the Executive to account and to act as a consultee on policy proposals or conduct investigations into policy areas.

The five Overview and Scrutiny Committees are:

- Cross-cutting Issues
- Corporate Services
- Environmental and Planning
- Social Services and Housing
- Education, Leisure and Community Services

The Council's Core Values

The Council adheres to the following values when carrying out its work:

- **Total accountability**

To be accountable to the local people of Bridgend County and the wider community in all aspects of service delivery and policy formulation.

- **Customer-focused organisation**

To be a customer-focused organisation, which is responsive to the changing needs and expectations of local people.

- **Aspire at all times to expectations and values**

To listen to inhabitants of the county borough and aspire to meeting their expectations by communicating and consulting proactively with the community.

- **Committed to the investment and development of both its elected Members and employees**

The council believes that its elected members and employees are assets in the discharge of its functions.

- **Demonstrate probity in all areas of work**

The council will determine standards, ethics and codes of conduct befitting council members and employees.

- **Ensure equality of access and provision**

The council will ensure equality of access and provision for all our customers and equality in identifying the need of the communities we serve. We will maintain a Corporate Equalities Plan that governs the councils approach to this issue.

- **To be a modern, innovative Council**

The council seeks to deliver the highest quality services in the most effective, economic and efficient means available through the maximisation of resources for service delivery and by a combination of internal, external and partnership arrangements. Overall, the council is striving for continuous improvement in both the quality and cost of services within the principles of best value.

Who will provide leadership?

The Council recognises that it has an important role to play in achieving this equality of opportunities through its role as a community leader, service provider and employer. To give leadership in this area the Authority has set up an Equalities Committee, chaired by the Leader of the Council, to advice and make recommendations to Cabinet and Council on the mainstreaming of equalities into the work of the Council. The committee's remit includes the development of the Authority's Disability Equality Scheme.

The overall implementation of the Disability Equality Scheme will be the responsibility of the Chief Executive through the Corporate Management Board, advised by the Corporate Equalities Management Group.

Who is responsible?

It is the responsibility of the Chief Executive and each Executive Director to make sure that strategic policies and Directorate business plans are in place to deliver this Disability Equality Scheme. Every manager and employee has a role to play in implementing the scheme.

- **Employees** - through their work and relationships with customers, colleagues and partners.

- **Managers** - through their responsibilities for managing people, resources, performance and partnerships.
- **Chief Executive, Executive Directors and Heads of Service** - through leadership, decision-making and performance management of all Council strategies and policies.
- **Councillors** - through ward roles, policy-making and scrutiny.
- **Cabinet Members** - through leadership, strategic decision making and performance management.

Where does the Disability Equality Scheme fit in?

The Disability Equality Scheme will add to the other equality schemes, policies and procedures the Council has in place to promote equality in the local area and in employment. For example, we have developed a Corporate Equality Plan as part of achieving the Equality Standard for Local Government in Wales. We aim to reach at least level 2 of this Standard by the end of 2007.

The Council works in partnership with other public bodies, voluntary sector organisations and other agencies on many levels, particularly through the Local Strategic Partnership in developing and implementing the Bridgend County Borough Community Strategy 2005-15 which includes the following aims for the county borough:

- **Improve quality of life for all** – to create a place where people of all ages enjoy living, working and relaxing, and where they feel they can live life to the full.
- **Protect and enhance our environment** – through a more sustainable pattern of development, securing a higher quality of life and respect for the environment.
- **Increasing prosperity** – by investing in lifelong learning, improving skills and supporting new business, as patterns of employment and lifestyles change.
- **Have safer communities** – where crime levels decline, and fear of crime is tackled so that all local peoples, especially the most vulnerable, feel safe and secure.
- **Achieve a healthier County Borough** – by tackling health inequalities and promoting healthy lifestyles.
- **Have a more inclusive County Borough** – where vulnerable and excluded people are supported to maximise their potential and live a full life.

impact assessment and is developing a tool which will help in the development process, looking across the various dimensions of equality.

All policy proposals to Cabinet and Council must include a statement on how the proposal will contribute to the Corporate Improvement Plan and the legal implications of the proposal.

The Council's progress So Far

The Council and our partners provide many services for disabled people across Bridgend County. Below are some of the key achievements the Authority in recent years:

Bringing services to local people

- The Council has launched a new mobile benefits office in an adapted vehicle which travels around the county to make it easier to give advice and help to people making claims for housing and council tax benefit. It also will help to promote awareness campaigns from other agencies, such as the Pensions Service.
- The Council's mobile library service currently covers Evanstown, Blackmill, Caerau, Brackla, Broadlands, Merthyr Mawr and Heol-y-Cyw. A new mobile library has recently been launched and local people are being asked about future routes.
- Funding from the Council and the Big Lottery Fund has recently helped Llynfi Valley Community Transport to provide affordable, reliable and accessible transport in the area so that local people can access services around the county.

Developing services that meet the needs of local disabled people

- In 2005 the Council developed the first Health and Social Care Disability Strategy for People with Physical and Sensory Needs in Wales.
- The Council is hosting a British Sign Language Apprentice Interpreter who will be able to provide communication support and assistance to Deaf people who want to access our services. During her placement the Apprentice will be completing her qualifications and helping the

Authority to recognise BSL as a language in its own right. The placement is part of an EU funded project called BSL Futures sponsored by the Welsh Assembly Government in partnership with RNID Cymru, Wales Council for Deaf People, Deaf Association Wales, CACDP and ASLI.

- The Council has teamed up with Bro Morgannwg NHS Trust to revolutionise the way services are delivered for people with mental health issues. The Assisting Recovery in the Community (ARC) is a new initiative that provides access to social, recreational and educational activities and employment opportunities throughout the county. A new centre will be built to house the service. This is part of an overall drive to set up more accessible community-based facilities in response to requests from mental health service users.
- Adults with learning disabilities are set to benefit from a major re-organisation of the way the Council delivers its day services as part of a drive to help people enjoy more independent lives. A new £1 million core centre is to be built at Bridgend that will feature state of the art facilities in hydrotherapy, physiotherapy and other services. Work related activities will also take place at the B-Leaf building in Bryngarw Country Park, offering accredited training skills and opening up job opportunities for local disabled people. The initiative is part of a move away from traditional models of service delivery towards community-based centres and there are plans to create centres at Maesteg, Pencoed, Porthcawl, Pyle and Aberkenfig.
- The Council support a range of opportunities for disabled people to take part in sport including fun recreation and competitive sports. The Bridgend Disability Sports Forum has been active for 3 years and the local Disability Sports Wales Development Officer provides information and advice to local clubs. Initiatives include swimming, indoor bowls, boccia, judo, badminton, gymnastics, target shooting, hall hockey, tennis, horse-riding, kayaking, football, rugby, golf, trampolining and athletics.
- Bridgend Children and Young People Framework Partnership have undertaken two inclusive conferences looking at disability and emotional well-being.

Improving access to buildings

- In 2005 the Council Chamber in the Civic Centre, Bridgend has been remodelled to improve access for disabled people.
- In 2001 the County Council opened a Shopmobility centre in Bridgend Town in partnership with the local Town Council. So far over 1,200 have joined the scheme and benefited from the service it provides.
- The Council has been working with the Royal National Institute for the Blind and Evolve, a local group of blind and visually impaired people, to find out how to improve access and safety at Bridgend town bus station.
- The Council has supported a local initiative that has secured funding aimed at improving safety and access in Bridgend Railway Station.
- Architectural and technical employees within the Environment Directorate have received specific training on disability and inclusive design.
- Since 2004 the Council has earmarked specific capital funds year on year to improve disability access across its range of buildings that it delivers services from. By March 2006 £400,000 had been committed to a wide range of buildings across the County including the main civic centres, libraries, public toilets, day centres and nursing homes. Further funding of £150,000 per year until 2011 has been earmarked in the Council's capital budget.
- In 2005 the Council undertook a pilot access audit project that identified more than 250 buildings (excluding schools) that require access improvements. In response to this finding the Property Department appointed an Access Officer to take this work programme forward.

Independent living for disabled people

- The Council currently allocates over £3 million in grants to help people to continue to live independently in their own homes. In August 2003 the Authority set up a Fast-track Stairlift Programme which has helped over 270 people. In November 2006 the Authority launched a similar Fast-track Bathing programme as a pilot scheme.
- The Council is working with Shaw Trust, Swansea Council and Neath Port Talbot Council to fund an Independent Living Scheme aimed at

increasing the take up of Direct Payments by local disabled people. By 2009 the Authority plans to double the number of disabled people receiving direct payments.

Improving highways

- There are approximately 13,000 blue badge holders in the Bridgend County and the Council offers free parking in all its off-street car parks.
- All new highway schemes, improvements and major repairs have included ramped crossings (known as pedestrian aids), tactile paving and colour definition to improve safety and access for disabled people. Measures have also included the measures to minimise highway furniture and obstructions, the installation of handrails, wayside seating and improvements to bus stops.
- The Council has established a register of requests for highway aids which identifies 245 locations awaiting installations and the current build rate is 70-100 per year across the County.

Supporting carers

- Working with Bridgend Local Health Board the Council has helped set up a Carers Forum to provide an opportunity for carers of all ages to give mutual support and to ensure that carers are included in the planning, development and implementation of services.
- The Council recently opened a new purpose-built respite care centre called Breakaway at Kenfig Hill. The centre offers short, medium and longer-term to support disabled people and their families by giving them the opportunity to enjoy a break, go on holiday or take part in an event. It joins the existing respite care centre at Baker's Way in Bryncethin which offers care for disabled children aged from 4 to 18 years of age.

The Council as employer

- The Council has the 'Two Ticks' symbol in place, meaning that in terms of recruitment we ensure fairness for disabled job applicants and work to five employment commitments under this scheme. We are reviewed on our progress under the scheme annually by

Jobcentreplus.

- Council Members have attended training and attended awareness raising events on disability equality and the Disability Discrimination Act.
- The Corporate Training and Development Unit have developed an Equalities Awareness training package for staff which includes disability equality awareness.

Involving Disabled People

The Council has a strong commitment to involving disabled people in the planning and reviewing of the services it provides and welcomes the new disability equality duty as an opportunity to build on our existing work. Even so, there is a recognition that more work needs to be done to ensure that disabled people are involved in identifying barriers to accessing services and ways to improve service delivery.

In 2004 the Council's developed its Health, Social Care and Well-being Strategy in partnership with Bridgend Local Health Board, Bro Morgannwg NHS Trust and Bridgend Association of Voluntary Organisations. Disabled people and Deaf people were closely involved in setting some of the priorities for this strategy and these will be included into the Council's Disability Equality Scheme:

- The mainstreaming of the social model of disability into service planning and delivery
- The development of a Bridgend County Borough Disability Coalition
- Improving the availability of British Sign Language and Communication support services across services
- Integrated care and support pathways across different agencies
- The development of new community rehabilitation service for newly disabled people or those who have changing needs
- The need to improve access to the built environment, the public transport network and Council properties.

As part of the Health, Social Care and Well-being Strategy the Bridgend Association of Voluntary Organisations (BAVO) and Disability Wales have undertaken development work with local people around establishing a local coalition of disabled people. The themes emerging from this work informed

the 'Have your say' event run by the Council in partnership with Bridgend Local Health Board and Bro Morgannwg NHS Trust in November 2006.

The themes for the 'Have your say' day were:

- Accessing the services of local GPs, Dentists, Opticians and Pharmacists
- Making life easier in hospital
- The physical environment - buildings and better access
- Getting Around - accessible transport
- Living Independently - at home, at work, at play
- Taking a lead on disability - positive attitudes, accessible information, and making disabled peoples' voices heard

The event attracted 60 disabled people from across the county and was attended by the Leader of the Council and several Councillors. Those attending ranged from late teens to mid 90s with an equal number of males and females participants.

Residents who expressed a wish to participate but were unable to attend on the day were sent a copy of the workshop questions in order that their views could be included. Also, officers from the Local Health Board and the Council attended meetings of the local branch of the Stroke Association and Bridgend People First to discuss their issues in relation to the workshop topics. The views obtained will be included in a separate report.

The key points emerging from the day were:

- Equality of access - provision for disabled people should be mainstreamed into all services - currently seen as additional burden.
- Being able to access services independently was seen as a priority.
- Involvement - disabled people are the 'experts' in what they need; agencies need to involve them in planning, decision making and training.
- Improve attitudes of staff towards disabled people.
- Raise awareness of the issues faced by disabled people – access is often viewed as only physical but it also involves sensory impairment and 'hidden' impairments.
- Different disabilities have differing requirements - need to be treated as individuals - one solution does not fit all.

- Joint working - agencies need to share information and knowledge.
- Availability of information - often difficult to know what services are available or who to ask.
- Information needs to be readily accessible in suitable formats.
- General perception among disabled people that parking facilities and public toilets are poor.

The Council is grateful to the individuals and groups who gave up their time to offer valued comments which have helped identify priorities.

Also the Council would like to thank the partners involved in organising this event, and hopes that the partnership framework developed between the organisations will continue to support the development of their future equalities work to everyone's mutual benefit.

It is recognised that this wider involvement will need to be sustained and developed further and will play an important role in monitoring and evaluating the scheme.

While some disabled employees from the Council were able to attend the 'Have your say' event it is recognised that further work will be essential to engage with and involve disabled employees as the scheme develops.

Who was involved in developing the Disability Equality Scheme?

This list is not exhaustive and only includes the initial groups involved in developing the scheme.

- Any disabled person who wanted to be involved in developing the Scheme
- The Council's Equality Management Group
- The Council's Equalities Committee
- Bridgend Local Health Board
- Bro Morgannwg NHS Trust

Local Disability Organisations:

- Arthritis Therapy Wales
- Bridgend Association of Voluntary Organisations
- Bridgend County Borough Council

- Bridgend County Care & Repair
- Bridgend Deaf Club
- Bridgend Hearing Impaired Support Group
- Bridgend People First
- Deaf Association Wales
- Disability Sport Wales
- Disability Wales
- Headway Bridgend
- Mental Health Matters
- Ogmore Valley Blind Group
- Ogmore Valley Housebound Club
- Positive Lifestyles Porthcawl Ltd.
- RNID
- Scope
- SNAP Cymru
- Traumatic Brain Injury Service, Morriston Hospital
- Wales Target Shooting Federation
- Y Bont

Building on this work

The Council will build on this event to involve disabled people and give disabled people every opportunity to comment on how our services and employment practices are provided and developed. The Council will aim to involve disabled people on employment matters and the services we provide including:

- Finding out what barriers disabled people face and taking steps to remove them
- Asking if disabled people are happy with the services we provide e.g. through satisfaction surveys, focus groups
- Setting priorities and helping us to plan things
- Looking at the impact of existing and proposed policies
- Monitoring and checking how well things are done
- Reviewing and revising the scheme and providing feed back on how disabled people's views have influenced our decisions.

Gathering Evidence to inform the Scheme

In addition to the existing mechanisms involving disabled people in the planning and reviewing of its services the Council has also undertaken a survey of its Citizens Panel looking at people's perceptions of and attitudes towards disabled people.⁹

Bridgend County Borough Council's Citizens' Panel consists of 1,350 residents of the County and is made up of people aged 16+ from all walks of life, providing a cross section of all members of the community.

Citizens Panel Survey 2006

The survey was carried out in June – July 2006 and provided the Authority with baseline information about the nature and extent of prejudice against different groups in Bridgend County, including disabled people. The overall rate of response to the survey was high (73%) and the feedback will inform the authority's approach towards promoting disability equality, eliminating unlawful discrimination and promoting positive attitudes towards disabled people. The survey will be repeated later in the lifetime of the scheme to help measure progress on the disability equality duty. The key findings from the survey were that:

- 78% of respondents felt that they would personally receive fair treatment from the Council. However people with a long-standing illness or disability were slightly less confident that they would receive fair treatment.
- 49% of respondents expressed the view that the council should do more to meet the needs of disabled people
- 43% of respondents said that they knew someone or had themselves experienced prejudice or discrimination because of their disability
- 29% of respondents perceived that disabled people are most likely to experience prejudice in Bridgend
- 61% of respondents believe that disabled people find it 'very difficult' or 'fairly difficult' to find work and fit into the workplace.
- The majority of respondents stated that public policy and the media (for instance, newspapers and television) has an important role to play in influencing people's views of disabled people.

⁹ The research was based on attitude surveys carried out by Cumbria County Council (2004), Stonewall (2004) and the Scottish Executive (2003).

These findings highlight the important role the Council has as a local community leader and a major local employer in promoting disability equality and promoting positive attitudes towards disabled people in line with its statutory duties under the Disability Discrimination Act 2005. The intention will be to carry out a similar survey in the final year of the scheme to see how work undertaken as part of the scheme has impacted on local peoples awareness and attitudes towards disabled people.

What we are doing to improve

The Council is currently developing a Corporate Equality Plan that will help to mainstream disability equality across the Authority by linking into key strategic improvement plans. To support this the Council will be developing guidance to managers on the commitments set out in this scheme and how to build these commitments into service business plan so that targets can be set and progress monitored across the Authority as part of the performance management process.

Customer Care Strategy

The Council is currently undertaking a review of frontline services as part of its Customer Care Strategy and this will incorporate objectives on accessible service provision and the promotion of disability equality in line with this scheme.

Some of the key areas to be progressed are:

Consultation Guidance

In 2004 the Council produced a Best Practice Guide to Consultation to assist employees who are or will be undertaking consultation and involvement exercises with the public and/or other stakeholders. This guidance provides advice on how to ensure that consultation is accessible to disabled people. This guidance will be reviewed to reflect new guidance and developments that have taken place around the following:

- Using accessible venues and equipment.
- Arranging events at reasonable times and dates to make it easier for people to attend.
- Providing/arranging advocacy support for people who request it.

- Ensuring that the needs of people are met through, for example, language interpreters, induction loops, large print or guide communicators.

The current guidance is available to Council employees through the internal intranet.

To build on the work already undertaken the Council will develop and implement a Community and Staff Involvement Action Plan linked to EU Year of Equal Opportunities for All 2007.

Accessible information

The Council produces a large number of publications and information leaflets and is aware that it needs to make these more accessible to a range of people who have different language and communication needs.

To help improve access to its publications the Council will develop and implement a Corporate Language and Accessible Communication Policy and Action Plan. This will include guidance for employees on how to provide written information in accessible formats and provide appropriate interpretation and translation services to help with communication. The guidance will be produced in collaboration with a number of local and national disability organisations.

British Sign Language Apprentice Scheme

The Council is hosting a British Sign Language Apprentice Interpreter who will be able to provide communication support and assistance to Deaf people who want to access our services. During her placement the Apprentice will be completing her qualifications and helping the Authority to recognise BSL as a language in its own right. The placement is part of an EU funded project called BSL Futures sponsored by the Welsh Assembly Government in partnership with RNID Cymru, Wales Council for Deaf People, Deaf Association Wales, CACDP and ASLI.

Disability Access Audits

The purpose of a disability access audit is to find out what barriers disabled people face to accessing services. These barriers could be for many reasons such as:

- Not having a policy on monitoring accessible parking
- Lack of auxiliary aids such as an induction loop for hearing aid users
- Lack of adequate access into a building such as the provision of a ramp for wheelchair users.

When any barriers have been identified the Council then have to look at ways of removing those barriers. This is known as making adjustments.

Since 2004 the Council has earmarked specific capital funds year on year to improve disability access across a wide range of buildings that it delivers services from. As part of this programme the Council developed an access audit process and the Property Department appointed an Access Officer to take this work programme forward.

The Council is committed to involving local disabled people and organisations representing disabled people in this process. Part of this work will also involve developing a number of disability access symbols for use in our buildings and publications. This is so when members of the public want information about our services and buildings they will know what access arrangements are in place.

This work will be linked to access issues identified through the Council's Equality Impact Assessment process (see below).

Equality Impact Assessments (EIA's)

At the Council we need to understand whether our services are meeting everyone's needs and that people who need our services have access to them. To help us to do this we will carry out an Equality Impact Assessment process to mainstream disability equality into the Council's strategic policy-making, business planning and performance management processes.

What are Equality Impact Assessments?

An Equality Impact Assessment is a way of deciding whether an existing or proposed policy, procedure, practice or service does (or may) affect people differently, and if so, whether it affects them in an adverse way.

The Council will be carrying out Equality Impact Assessments on new policies and services, as they are developed and over time on all other existing policies and services. Disability issues will be considered alongside

other equality issues such as race and gender and will involve disabled people.

We will produce guidance and provide training to people who are responsible for undertaking Equality Impact Assessments.

A summary of the results of the Equality Impact Assessments, Action Plans, and consultation exercises will be reported as part of the annual review of the Disability Equality Scheme.

Training

The Council is committed to training its staff so that they understand and are able to challenge barriers to equality for disabled people.

An equalities training package was developed in 2005 which included disability equality and etiquette issues. The purpose of the package is to provide managers and employees with the skills and knowledge they need to ensure that equalities becomes part of our day to day activities.

To build on this work the Council will develop, implement and evaluate a Corporate Equality Training Programme for staff and managers which will include training on disability equality. In addition the Council will mainstream disability equality into its Management Development Programme. Take up of this training will be monitored across Directorates and impact on service delivery.

In developing the Corporate Equality Training Programme the Council will consider the following:

- What the different training needs for employees and Members are
- Current Council initiatives through which it is possible to mainstream and develop managers' disability equality responsibilities.
- Decide the content of the disability equality elements to be included in training initiatives from service delivery and employment perspectives.

The Corporate Equality Training Programme will be evaluated on a yearly basis. If there is evidence to show that the training needs to be changed, we will take action to ensure that this happens.

Employment Equality (getting in, staying in, getting on)

Employment monitoring on disability and carer status

The Council has introduced a new integrated human resource and payroll management system (TRENT) that enables the authority to capture, update and report employee data with far greater accuracy. The Council collects information at the recruitment stage regarding whether an individual considers themselves to be a disabled person.

As of October 2006 the Council employs approximately 8,500 people. Through the TRENT system the Council has identified that 1.1% of the workforce (88 employees) considered themselves to be a disabled person and 52% of the workforce (4,450 employees) did not consider themselves to be a disabled person. However, it should be noted that 47% of the total workforce (3,978 employees) either did not know or did not declare whether they considered themselves to be a disabled person. This represents a high level of under-reporting by employees and prospective employees. This may be due to a fear of discrimination, or a lack of understanding about disability or a feeling that such information is too personal.

Also through the TRENT system the Council has identified that 3.8% of the workforce (326 employees) provide unpaid care. Of the people providing unpaid care 3% are women and 0.8% are men.

We will monitor on a yearly basis to ensure that our workforce continues to be representative of the wider community and take positive action to promote representation at all levels within the authority. We will publish the results of our monitoring on our web site.

We want to take further action to promote the Authority as an "employer of choice" for disabled people.

However, we have a significant number of employees who have not declared whether they consider themselves to be disabled. We know that we need to do more so that disabled people feel confident that they can declare their disability and not face discrimination during the recruitment process, as our employees or in progressing their careers.

Creating a culture so Disabled People can declare their Disability

The Council will work towards encouraging a culture where people feel safe to declare their disability so that we can help make any reasonable adjustments that are necessary. We also want to celebrate the achievements of our disabled employees so that we can demonstrate to other employers in the county the benefits of employing disabled people. We want to raise the awareness of our managers and staff of the benefits of working with disabled colleagues in a mutually supportive environment.

To help the Council to achieve this we will explore the sustainability of setting up a Disabled Workers Group for our employees. The Group will help to identify any barriers disabled people face in the workplace and also provide a support network.

The Disability Symbol

The authority is a Disability Symbol user, which means we have made five commitments as an employer:

1. A guaranteed job interview for those who meet the essential requirements for a job
2. To consult disabled employees regularly
3. To keep employees if they become disabled
4. To improve the knowledge of key employees about disability and
5. To check progress each year, plan ahead and let employees know about progress and future plans

Local Government Opportunities

The Council wants to show disabled people who are still in education the range of jobs that are available in local government and provide disabled people with opportunities for work experience. We will work with other disability organisations to make this happen.

Disability Awareness

The Council will work towards making sure that all our managers and employees are disability aware and that they have the necessary training and advice available to them so they can work with their disabled colleagues and service users and meet their needs (see also section on Training).

Publishing Results of Assessment, Involvement & Monitoring

Once we have collected the information we will publish the results.

The way we publish the results of involvement will vary. Some will be published within reports provided by services to relevant committees.

The main consultation and involvement carried out will be summarised in our yearly report on the Disability Equality Scheme, as well as in the Council's Annual Plan.

The yearly report for this Scheme will include an update on the Action Plan. We will involve disabled people further both internally and externally and provide information on our disability equality plans and activities. We will also show what has changed as a result of involving disabled people.

We will inform the public and employees about this information through:

- 'Bridgend Bulletin', the Council's newsletter which is delivered to all homes in the County.
- 'Bridgenders', the Council's newsletter for employees.
- Relevant voluntary organisations, community groups and representatives.
- The Equalities section within the County Council's website and intranet. We will provide information there about our work to promote equality.

Comments and Complaints

Members of the public who feel that they have experienced disability discrimination in the way the County Council has treated them may make a complaint through its Corporate Complaints procedure.

We have grievance and disciplinary procedures in place and a policy on dealing with complaints of harassment relating to employees.

We also have a 'whistleblowing' procedure, which extends the protection for employees who want to report bad practice without fear of being victimised as a result.

We will take all complaints seriously and will not tolerate any form of discriminatory behaviour.

The Members' Code of Conduct and Standards Committee deals with complaints about the conduct of elected members.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties.

The Council's Monitoring Officer is responsible for monitoring this scheme and will make provision to include it within the arrangements for monitoring services generally. The Council's Monitoring Officer is:

Mr A P Jolley
Head of Legal Services
Bridgend County Borough Council
Civic Offices
Angel Street
Bridgend
CF31 1LX

Telephone: 01656 643106
Email: jollepa@bridgend.gov.uk

Education

The Local Education Authority will be encouraging schools to develop their own Disability Equality Schemes using the guidance from Department for Education and Skills.

The Disability Equality Scheme and the Equality Standard for Local Government

In order to deliver our overall commitments on equality the Council has adopted the Equality Standard for Local Government in Wales. The Equality Standard provides a management framework through which the Council can meet its legal obligations, including those set out under the Disability Discrimination Act. The Standard is also about making equalities part of our day to day activities.

The Standard has four areas of activity which have provided the structure for the Disability Equality Scheme's Action Plan:

- Leadership and corporate commitment
- Consultation, community development and scrutiny
- Service delivery and customer care
- Employment and training

Disability Equality Statement and Action Plan

Below is the Authority's draft statements and commitments on disability and carers. The Action Plan at the end of this scheme contains proposals on how the Authority will meet the requirements of the new Disability Discrimination Act 2005.

We recognise that disabled people may also be affected by other equalities matters such as race and gender (this is sometimes known as multiple discrimination). Important information about this and relevant legislation can be found in the County Council's Corporate Equality Plan at:

www.bridgend.gov.uk

Bridgend County Borough Council's Disability Equality Statement and Carers' Equality Statement

The Disability Equality Statement sets out our overall objectives, principles and commitments to disabled people and carers.

Disability Equality Statement

Bridgend County Borough Council is committed to disability equality and creating a place where everyone feels they can live life to the full. The council is committed to challenging all forms of disability discrimination by adopting the social model of disability.

The council recognise that disability covers a wide range of physical, sensory and mental impairments and affects people across all ages and from across the whole community and that each person will have differing needs. We also recognise that people are disabled by society's negative attitudes and treatment of disabled people. This can limit their opportunities and choices and prevent disabled people from taking part fully in the life of their community. Such discrimination stems from prejudiced attitudes and beliefs about the abilities, skills or characteristics of disabled people. Further, the council is aware that exclusion and unfamiliarity can make disabled people more vulnerable to discrimination. The council has an important role to play in challenging and changing the social, attitudinal and environmental barriers that disadvantage disabled people.

We are committed to removing barriers to disabled people. We are committed to involving disabled people on issues that affect them and our aim is to provide accessible services, information and buildings for everyone. We will promote positive attitudes towards disabled people and will work with partner organisations to tackle harassment and violence towards disabled people. We will make sure that we provide supportive and responsive working arrangements that enable disabled employees to achieve their full potential.

People with Family and Carer Responsibilities Equality Statement

Bridgend County Borough Council is committed to recognising and celebrating the contribution parents, guardians and carers make to the local community and enabling all people to participate in the democratic, social and economic life of the county.

We are committed to raising awareness and understanding of the experiences and needs of people with caring responsibilities. We will also make sure that our services and employment practices are supportive and responsive to people with caring responsibilities so that they are able to maximise their potential and live a full life.

These are the council's General Equality Aims:

Community leadership

- a) To value diversity and promote good community relations within the county borough
- b) To work with our partner organisations to have a more inclusive county borough
- c) To promote positive attitudes towards people who are at risk of social exclusion
- d) To develop communication methods that are inclusive of the whole community
- e) To develop an inclusive consultation process that improves the council's understanding of the needs of service users and staff;
- f) To work with equality organisations and the voluntary sector to support the empowerment of local equality groups
- g) To encourage and support people from diverse backgrounds to participate in the public life of their community
- h) To build safer communities in the county borough by tackling harassment and violence and work with partner organisations to provide an effective response to incidents and support to victims
- i) To act as a community champion on equality and social inclusion by supporting Councillor's in their ward roles, decision-making and scrutiny

Service provision

- a) To create a culture of change within the council so that equalities is at the core of all its activities
- b) To mainstream equality into the council's strategic planning process
- c) To prevent discrimination, victimisation or harassment of service users
- d) To set clear targets to make services accessible and responsive to the diverse needs of the people who live, work and visit the county borough
- e) To monitor the take up of services and take action to tackle inequality and social exclusion
- f) To encourage people from diverse backgrounds to be involved in reviewing, planning and developing services
- g) To encourage community partners and contractors to adopt good practice in equality

Fair employer

- a) To ensure equality, equity and consistency in employment conditions and practices, including equal pay
- b) To monitor the workforce across the employment cycle to ensure that the workforce reflects the diversity of the county borough
- c) To provide a safe and accessible working environment that is free from discrimination and harassment
- d) To offer flexible working and training opportunities to staff to achieve a work-life balance and enable the council to gain a flexible approach to work
- e) To train, develop and support staff to understand and challenge barriers to equality
- f) To mainstream equality into management development

Bridgend County Borough Council Disability Equality Action Plan

Leadership and commitment				
	What we will do	Who will do it	When we will do it by	How we will measure our success
LC1	Promote disability equality as a theme within the Bridgend County Borough Community Strategy.	Local Strategic Partnership	February 2005 onwards	Community Strategy 2005-2016 includes: 1. A commitment to mainstream equality and diversity into the development and implementation of the strategy. 2. A commitment to adopt an Equality Impact assessment toolkit for the LSP and its partners.
LC2	Put in place appropriate governance structures for disability equality policy development and strategic management.	Chief Executive's Office	March 2006 Onwards	1. Establishment of a Council Equalities Committee and a Corporate Equalities Management Group. 2. Review governance structures to ensure fitness for purpose and consider improvements.

Leadership and commitment				
	What we will do	Who will do it	When we will do it by	How we will measure our success
LC3	Set out what the council's policy and strategic direction on disability equality.	Chief Executive's Office	March 2007	<ol style="list-style-type: none"> 1. Publish a disability equality statement. 2. All Directorates to make a commitment to improve disability equality practice.
LC4	Achieve level 2 of the Equality Standard for Local Government in Wales as part of the Policy Agreement Target with WAG.	Whole Authority	March 2007	<ol style="list-style-type: none"> 1. Complete self-assessment audit in line with WLGA guidance on Equality Standard. 2. Report to WAG.
LC7	Develop and implement the Council's Disability Equality Scheme 2006 – 2009	Chief Executive's Office & All Executive Directors	December 2006 Onwards	<ol style="list-style-type: none"> 1. Publication of 3 year scheme. 2. Annual performance report submitted to Council and published.
LC9	Establish better ways to mainstream disability equality into the Council's strategic policy-making, business planning and performance management processes.	Chief Executive's Office & All Executive Directors	April 2007 onwards	<ol style="list-style-type: none"> 1. Produce a strategic review of disability equality risks for the authority. 2. Make available equality audit tools and guidance to improve business planning and service delivery. 3. Adopt equality performance reporting mechanism.

Leadership and commitment				
	What we will do	Who will do it	When we will do it by	How we will measure our success
LC10	Improve information and guidance for managers, staff, members and the community on disability equality legislation and issues.	Chief Executive's Office	March 2007 Onwards	<ol style="list-style-type: none"> 1. Produce a 'Know Your Community' information package including disability and carers data. 2. Produce and promote an equality information and guidance toolkit.

Consultation and Community Development				
	What we will do	Who will do it	When we will do it by	How we will measure our success
CC1	Develop and implement a corporate language and accessible communication policy and action plan.	Chief Executive's Office	April 2007 Onwards	<ol style="list-style-type: none"> 1. Publish and promote a Corporate Language and Accessible Communication Policy and action plan. 2. Adopt an appropriate audit toolkit. 3. Monitor implementation of action plan.

Consultation and Community Development

	What we will do	Who will do it	When we will do it by	How we will measure our success
CC2	Develop and implement Community & Staff Involvement Action Plan linked to EU Year of Equal Opportunities for All.	Chief Executive's Office & All Executive Directors	November 2006 Onwards	<ol style="list-style-type: none"> 1. Publish and promote a Community & Staff Involvement Action Plan. 2. Monitor implementation of action plan. 3. Monitor involvement rates of disabled people. 4. Monitor service level agreements to ensure compliance with disability equality codes of practice and promotes the involvement of disabled people. 5. Publish evidence that consultation informs decision-making.
CC3	Consult with local people, the voluntary sector and public agencies on the Council's Corporate Equality Plan and statutory equality schemes.	Chief Executive's Office	On-going	<ol style="list-style-type: none"> 1. Include evidence of consultation in the published plan and schemes. 2. Monitor involvement rates from target equality groups. 3. Increase the involvement of disabled people in council service planning & review.

Consultation and Community Development				
	What we will do	Who will do it	When we will do it by	How we will measure our success
CC4	Review mechanisms for tackling and responding to harassment related to disability.	Safer Bridgend & All Executive Directors	March 2007	<ol style="list-style-type: none"> 1. Produce review report. 2. Implement action plan to improve effectiveness of service response.

Service Delivery and Customer Care				
	What we will do	Who will do it	When we will do it by	How we will measure our success
SD1	<p>Work with partner agencies to develop strategies and services that help us achieve the aims set out in the Community Strategy:</p> <ul style="list-style-type: none"> • Improve the quality of life for all • Increase prosperity • Have safer communities • Tackle health inequalities • Have a more inclusive county borough 	Local Strategic Partnership, Chief Executive's Office & All Executive Directors	May 2008	<ol style="list-style-type: none"> 1. Review of Community strategy action plan. 2. Equality Impact Assessment reports on key joint strategies including: <ul style="list-style-type: none"> • Community Safety • Health, social care & well-being • Economic Regeneration • Children & Young People • Older People

Service Delivery and Customer Care				
	What we will do	Who will do it	When we will do it by	How we will measure our success
SD2	Improve access to council services through Customer Care Strategy, including a programme of property developments to improve physical access for disabled people.	Chief Executive's Office and All Executive Directors.	March 2007 Onwards	<ol style="list-style-type: none"> 1. Equality objectives and targets are built into strategic service plans and Directorate business plans. 2. Directorates adopt equality monitoring protocol and develop service monitoring action plans. 3. Monitor customer feedback and complaints by disabled people. 4. Annual performance reporting.
SD3	Develop appropriate language and communication support facilities to enable the delivery of accessible services to disabled people and develop appropriate training, guidance and translation support to front line staff.	Chief Executive's Office & Information Technology	March 2007 Onwards	<ol style="list-style-type: none"> 1. Carry out an audit of services. 2. Establish a cost-effective and high quality language and communication support facility to meet the needs of disabled people. 3. Monitor take up and report through annual performance reports.

Service Delivery and Customer Care				
	What we will do	Who will do it	When we will do it by	How we will measure our success
SD4	Improve the design, accessibility and usability of the council website for disabled people.	Executive Director Resources & Information Technology	March 2007 Onwards	<ol style="list-style-type: none"> 1. Compliance with E-Government requirements. 2. External accreditation of website.
SD5	Ensure that external contractors delivering services on behalf of the Council comply with good practice in disability equality and contribute to the aims of the Council's Disability Equality Scheme.	Strategic Procurement	March 2007 Onwards	<ol style="list-style-type: none"> 1. Carry out review of procurement process and include relevant disability equality requirements in contracts. 2. Monitor compliance by contractors.

Employment and Training

	What we will do	Who will do it	When we will do it by	How we will measure our success
ET1	The Council to become an employer of choice in Bridgend by ensuring employment policies and practices are fair and inclusive and enable staff to achieve a work-life balance.	Human resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Annual performance reporting as part of Disability Equality Scheme. 2. Monitor new employment initiatives to measure equality impact and staff satisfaction.
ET2	Create opportunities to employ a workforce that reflects the diversity of the county borough.	Human Resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Produce a local employment profile and annual workforce analysis report to identify under-representation and barriers to employment. 2. Monitor initiatives undertaken to challenge barriers to employment equality. 3. Annual reports on employment related performance indicators.
ET3	Regularly monitor and review the council's recruitment, selection, promotion and retention processes to ensure that we are operating a fair process that delivers fair outcomes for all people.	Human Resources	March 2007	<ol style="list-style-type: none"> 1. Annual workforce analysis report to include disability equality data on recruitment & selection rates. 2. Monitor complaints and grievances.

Employment and Training				
	What we will do	Who will do it	When we will do it by	How we will measure our success
ET5	Provide a safe and accessible working environment for disabled people that is free from discrimination and harassment.	Human resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Report on the council's anti-bullying and harassment policy to reflect good practice. 2. Training for staff and managers on anti-bullying and harassment. 3. Feedback from staff and managers to measure confidence in and effectiveness of policy.
ET6	Ensure that all employees understand and are able to challenge barriers to disability equality	Human Resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Develop, implement and evaluate a corporate equality training programme for staff and managers. 2. Monitor take up of training across Directorates and impact on service delivery.
ET7	Mainstream disability equality into management development programme.	Human Resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Evaluate management development programme for disability equality content. 2. Monitor take up of training across Directorates and impact on service delivery.

Employment and Training				
	What we will do	Who will do it	When we will do it by	How we will measure our success
ET8	Mainstream disability equality into member development programme so that members are able to act as community champions on equality and social inclusion issues.	Members Services	March 2007 Onwards	<ol style="list-style-type: none"> 1. Evaluate member development programme for disability equality content. 2. Monitor take up of training and impact