

### Disability Equality Scheme: Progress at 12 months

#### Introduction

The Council's first Disability Equality Scheme (DES) was published on 4 December 2006. The Scheme sets out the objectives and key actions for the Council over the next three years to meet the Disability Equality Duty and the needs of local disabled residents and disabled staff.

The Scheme's action plan contains **9 objectives** that are aimed at promoting equality of opportunity and eliminating discrimination for disabled people. In addition, we also have a number of other actions that are aimed at embedding the Disability Equality Duty (DED) in the way we work with our partners and the voluntary sector, how we plan and deliver our services and support councillors in their role.

This report summarises the progress up to 30 November 2007 which Tower Hamlets (TH) Council has made to meet each of the 9 objectives and what progress we have made to embed the Disability Equality Duty.

A copy of the Scheme's action plan with a progress report on each action is attached at Appendix One.

#### Progress

Of all the actions, 32 are at green, 8 at amber with 4 at red. This shows that we are making good progress at implementing the action plan, although there are areas where we need to focus attention to deliver the action plan by December 2009.

Below is a summary of the actions by their status, further details can be found in Appendix One:

Green indicators – where the action is achieved or on track (may indicate further actions as a result of being on target), include:

- Revising and improving disability equality training to include a strong focus on disability etiquette and language.
- Undertake face to face surveys with customers at the new receptions of the Council and One Stop Shops to assess if the measures introduced by the Moving On Accommodation Strategy have met the needs of disabled customers and to inform future improvements.
- Embedding disability equality within our customer care processes and procedures through improvements in training and awareness.
- Investigate the effectiveness of responses to disabled people's complaints about services.

- Re-launching the Children with Disabilities Register with merged data from Children's Services and the Primary Care Trust.
- Improving access to play for disabled children in Mile End Park.
- Reviewing the Council's Communications Framework and practice to reflect new disability guidelines and good practice. This will include guidance and agreeing monitoring to ensure compliance.
- Extending accessible formats for the Council's weekly newspaper and promote this to disabled people. This will include Bengali tapes for visually impaired residents.
- Reviewing our translation and interpreting service and guidance to ensure the needs of disabled people are embedded within it.
- Meeting with disabled user groups to agree priority services and benefits to promote disabled people.
- Organising team entries from disabled people for the London Youth Games to be held in Mile End Leisure Complex.
- Updating the Disability Employment Strategy and Action Plan.
- Developing a personal development programme for disabled staff.
- Ensuring training courses are accessible to disabled staff by introducing a standard requirement form for all training.
- Ensuring that approved list of providers is DDA compliant.
- Reviewing the effectiveness of the Council's involvement with disabled people through discussions with user groups, staff, residents and disabled led voluntary organisations.
- Increasing the number of disabled people in employment using Skills match.
- Extending employment opportunities for people with mental health problems and learning disabilities.
- Promoting awareness of employers responsibilities under the DDA and the benefits of employing disabled people through the Council's Business Forum lunch seminars.
- Reviewing the progress of meeting 40% clutter free target of the Council's Street Design Guidance with the Access Group.
- Consulting with the newly established Parks and Open Spaces Group to identify and agree action to address the major obstacles disabled people experience in the Borough's parks and open spaces.
- Evaluating the Council's Local Implementation Transport Plan with the Accessible Transport Forum including Community Transport.
- Reviewing the promotion and distribution of the Blue Badge Scheme, Freedom Passes and Taxi Cards to disabled people.
- Developing more independent travel training for 11 – 19 year olds through a "Training the Trainer" pack, training for parents pack and peer group working.
- Provide support to councillors including information and a training session so they can promote disability equality with their constituents.
- Refreshing the Council's main corporate strategies to ensure they reflect the new Disability Equality Duty and the views of disabled people.

- Review the Corporate Monitoring Guidelines to include a breakdown of disability categories to obtain a better profile of community needs.
- Promote the new Disability Equality Duty – what it means for disabled people, the Council and other services.
- Sustain and extend the work undertaken to develop the Disability Equality Scheme including refreshing the corporate support available to services and disabled people.
- Reviewing the Council’s Programme of Equality Impact Assessments.
- Supporting schools to prepare a Disability Equality Scheme by offering training and advice.
- Launch of Disability Equality Scheme for secondary schools.

Amber indicators – where there is slight slippage in achieving a target or milestones, but work is in progress, include:

- Continuing to make improvements to the Council’s buildings to meet Part M of the Building Regulations (Access for Disabled People).
- Improving services’ knowledge of the needs of disabled people through THIS Borough and creating a statistical profile of disabled people to inform service planning.
- Involving local disabled user groups and disabled run voluntary organisations to review and prioritise the information to be made available in accessible formats.
- Reviewing the provision of housing related floating support services for disabled people with sensory and physical impairments, HIV and Acquired Brain Injury (ABI).
- Continuing to increase the number of disabled people working for the Council.
- Ensuring our Consultation and Involvement Toolkit and Policy reflects national disability advice on consulting and involving disabled people.
- Incorporating the disabled hate crime research project recommendations into the Integrated Hate Crime Action Plan.
- Considering how the Council can encourage, support and work with voluntary and community groups run by disabled people.

The red indicators – where we have missed a target or unlikely to meet it, are:

- The Supplementary Planning Document (SPD) on Landscape Design will not be revised but instead will be incorporate into a SPD on Good Design that will advise on all issues relating to design and access in the built environment. The November deadline has not been met because of external pressures.
- Piloting the use of “easy read” to improve communications with residents with learning disabilities. The results of the workshops with disabled residents on improving accessibility and choice of information will inform the direction of this project. It has been discussed in detail during

November 2007's Council Wide Communications Group, therefore the March 2007 deadline has not been met.

- Reviewing the provision of equipment and adaptations across all housing tenures. This project is still on hold due to the Comprehensive Spending Review and is now due for completion in June 2008, therefore implementation improvement plan deadline of July 2007 has not been met.
- Taking a leadership role around disability within the Tower Hamlets Partnership. Initially we will sponsor a discussion at the Excellent Public Services CPAG considering partners' Disability Equality Schemes and the scope for joint action and initiatives. Due to recent changes in the staff structure of the Tower Hamlets Partnership, there have been delays in developing this action by March 2007. However, it has now been agreed to look at this item at the next meeting, which is on 21st January 2008, with a view to completing a follow-up development session before the end of this financial year.

Interim progress reports will be carried out at quarterly intervals throughout 2008. A further progress report on the Scheme at 24 months on will be prepared by 30 November 2008, ready for posting on 4 December 2008.

## Disability Equality Scheme Action Plan 2007-2010

### Objective 1- Improving customer care and physical access to Council services to meet the needs of disabled people

Action	Continuing to make improvements to the Council's buildings to meet Part M of the Building Regulations (Access for Disabled People) by producing an annual programme. We will involve Tower Hamlets Access Group to undertake Mystery Shopper Surveys to support and review the implementation of the programme.
Deadline	March 2007 and then annually
Outcome / Targets	More buildings are accessible to disabled people BVPI 156 Percentage of Authority buildings in which all public areas are suitable for and accessible to disabled people. Targets: 2006/07: 60% 2007/08: 70% 2008/09: 80%
Disability Equality Duty	(a) and (c)
Responsibility	Head of Facilities Management (Chief Executive's Directorate).
Progress	A Quantity Surveyor was commissioned to complete surveys to evaluate compliance with Part M of the Building Regulations within Administrative Buildings. The first stage was to assess a sample of buildings under Part M. Potential sample sites were agreed for surveying. Full condition surveys were completed for each building by the end of April 2007 in order for LBTH to consider the detail and quality of reports etc prior to authorising the next stage of assessing the next round of buildings. In September 2007, discussions on the development of a programme and assessment of any necessary Capital Works funding took place. This is on track and included in the (draft) Asset Management Plan which is currently going through the committee process. Survey and work programme has been completed, capital bid submitted for funding.
Status	Amber

Action	Revising and improving disability equality training to include a strong focus on disability etiquette and language.
Deadline	Revise by March 2007. Implement from April 2007. Review by March 2008.
Outcome / Targets	Improved customer satisfaction of disabled customers and staff.
Disability Equality Duty	(e)
Responsibility	Head of Organisational Development (Chief Executive's Directorate).
Progress	These improvements have been incorporated into disability equality learning interventions as part of the Corporate Learning and Development programme for 2007/08. Training will focus on the social model of disability, facts and figures and language and etiquette. The Corporate Learning and Development Programme also offers courses on Disability Awareness, a Personal Development Programme for Disabled Staff and targeted placements on Step Up Now 2 Programme. In addition there are a number of ongoing Deaf Awareness sessions running across the Council to support staff who have contact with deaf customers and staff.
Status	Green

Action	Undertake face to face surveys with customers at the new receptions of the Council and One Stop Shops to assess if the measures introduced by the Moving On Accommodation Strategy have met the needs of disabled customers and to inform future improvements.
Deadline	Annually.
Outcome / Targets	Improved customer satisfaction by disabled customers Annual Customer survey undertaken by One Stop Shops.
Disability Equality Duty	(c)
Responsibility	Service Head of Customer Access (Chief Executive's Directorate).
Progress	A customer satisfaction survey was completed by the One Stop Shops in December 2006 that asked customers if they considered themselves to be disabled. A further survey will be carried out this year which will specifically be designed to identify service improvements for disabled customers. We are also currently undertaking a major Service Review across both services. In September / October 2007, we commissioned further survey work both face to face

	and telephone. Mystery shopping of One Stop Shops is in progress, including specific disability access element.
Status	Green

Action	Embedding disability equality within our customer care processes and procedures through improvements in training and awareness.
Deadline	March 2007.
Outcome / Targets	Improved customer satisfaction by disabled customers All training of staff within Customer Access to include awareness element.
Disability Equality Duty	(c) and (e)
Responsibility	Service Head of Customer Access (Chief Executive's Directorate).
Progress	Customer Access has embedded a programme of training within the Customer Contact Centre and One Stop Shops which covers all equality and diversity issues. We have also introduced a process for staff to be able to understand and therefore challenge inappropriate behaviour. Guidance on disability etiquette and language has been distributed to managers of One Stop Shops to circulate at team meetings and also a checklist designed by Corporate Equalities to help staff implement the disability equality duty. Disability awareness training is now embedded in all induction for new One Stop Shop / Tower Hamlets Contact Centre staff. Further on-going training will be provided through the internal Learning & Development programme.
Status	Green

Action	Improving services' knowledge of the needs of disabled people through THIS Borough and creating a statistical profile of disabled people to inform service planning.
Deadline	March 2007
Outcome / Targets	The needs of disabled people embedded within service planning.
Disability Equality Duty	(c)
Responsibility	Performance and Information Manager (Chief Executive's Directorate).
Progress	A statistical profile has been created covering the 6 equality strands to improve services' understanding of the diverse needs of their customers. It will be divided up into the key strategic priorities to help inform service planning and equality impact assessments. This was created using quantitative data from a range of

	sources. This includes the Annual Resident Satisfaction Survey, Hate Crime statistics, Housing Needs Survey, education results and leisure centre data. There have been limited sources of data on sexual orientation and religious belief. To supplement this, a diversity profile is being created on THIS Borough and should be available by the end of December 2007. This has been delayed due to an upgrade to the software over the summer. The information will be promoted further through the Team Planning Guidance which will be issued in February 2008.
Status	Amber

Action	Investigate the effectiveness of responses to disabled people's complaints about services.
Deadline	November 2007.
Outcome / Targets	Improved response to complaints and comments Reduction in complaints between disabled and non-disabled customers.
Disability Equality Duty	(e)
Responsibility	Complaints Manager (Chief Executive's Directorate)
Progress	We are on schedule to complete an investigation of the effectiveness of responses to disabled people's complaints about services by November 2007. This is being achieved by improvements to the complaints software which was implemented in July 2007. This will allow the Complaints team to do a comparative analysis of disabled and non-disabled people's complaints. This data will help to inform service improvements to help reduce discrimination and promote equality of opportunity. However the above target needs to be revised to enable us to more accurately measure response to complaints and comments. This can be achieved by measuring percentage of disabled customers satisfied with the complaints process. Complaints software upgrade now due for implementation Jan 08, action deadline should be revised to March 2008.
Status	Green

Action	Re-launching the Children with Disabilities Register with merged data from Children's Services and the Primary Care Trust.
Deadline	March 2007. Review December 2007.
Outcome / Targets	This will provide an improved planning tool for the



	Council to identify and meet the needs of disabled children.
Disability Equality Duty	(a)
Responsibility	Disabled Children's Integrated Services Manager (Children's Services Directorate).
Progress	The Register of Children with Disabilities has not been re-launched. There is an internal register/ data base that meets the information governance for integrated services that has information on the number of disabled children in Tower Hamlets. However, an interim project manager has been appointed to validate and eliminate any duplication of data from the PCT (Primary Care Trust) that makes up this register. The project manager is also undertaking benchmarking with other authorities. This is due to be completed in December 2007.
Status	Green

Action	Improving access to play for disabled children in Mile End Park.
Deadline	4 new inclusive play sessions by March 2007.
Outcome / Targets	Better play facilities available to disabled children.
Disability Equality Duty	(e)
Responsibility	Director of Mile End Park (Environment & Culture Directorate).
Progress	We have made improvements to access in Mile End Park. We commissioned play provision that is fully inclusive. This has led to two soft play sessions a week from Toyhouse Libraries. One inclusive play session a week is provided by Play Association Tower Hamlets. An inclusive play scheme targeting deaf children and their carers was set up in January and has had funding throughout 2007. In addition, a new Somalian inclusive play session began on 29 <sup>th</sup> April 2007.
Status	Green

## Objective 2- We will improve the choice and provision of accessible information to disabled people

Action	Reviewing the Council's Communications Framework and practice to reflect new disability guidelines and good practice. This will include guidance and agreeing monitoring to ensure compliance.
Deadline	Review from January 2007. Guidance issued April 2007. Monitoring system agreed and implemented July 2007.
Outcome / Targets	All Council publications meet the corporate guidelines and are accessible to disabled people.
Disability Equality Duty	(a), (c) and (e)
Responsibility	Head of Communications / Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	We have revised the Council's Communications Manual which now includes information on the Council's new provider of interpretation and translation services (Newham Language Shop), the new Disability Equality Duty and information about Easy Read for people with learning disabilities. Communications are undertaking a procurement exercise to develop a list of approved providers of design and print services who will need to sign up to the Communications Manual and therefore will be required to ensure any design or printing of a publication must meet the standards in the Manual. The Communications Group includes a standard agenda item to discuss monitoring and feedback on draft publications that meet/do not meet these standards.
Status	Green

Action	Involving local disabled user groups and disabled run voluntary organisations to review and prioritise the information to be made available in accessible formats.
Deadline	Agree key information by March 2007. Priority information available by June 2007. Reviewed annually.
Outcome / Targets	Priority information is available to disabled people.
Disability Equality Duty	(c)
Responsibility	Head of Communications/ Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	Workshops have taken place via the Residents Panel to discuss and prioritise with disabled residents what Council publications should be made readily available in accessible formats and not only upon request. Awaiting results of the workshops. Initial discussions

	took place with members of Adult Services Physical and Sensory Disability User Forum and Tower Hamlets Access Group. The findings of the workshops is now being analysed and will inform the development of a list that will advise officers what information they need to arrange to be made into accessible formats. This list will be made available via the Communications Manual, DELOs (Directorate Equalities Liaison Officer) and on the staff intranet.
Status	Amber

Action	Extending accessible formats for the Council's weekly newspaper and promote this to disabled people. This will include Bengali tapes for visually impaired residents.
Deadline	Agree action plan by March 2007.
Outcome / Targets	Council newspaper more accessible to disabled people Readership survey shows increase readership by number of disabled people by 5% each year.
Disability Equality Duty	(c)
Responsibility	Head of Communications (Chief Executive's Directorate).
Progress	Work was carried out in 2006 to identify appropriate providers of Bengali audio versions of East End Life. The tape project remains under review and now comes under East End Life Editor. The newspaper carries a message each week explaining the service is available to those who want it.
Status	Green

Action	Piloting the use of "easy read" to improve communications with residents with learning disabilities.
Deadline	Pilot documents agreed by December 2006 Review effectiveness of "Easy Read" versions of documents by March 07.
Outcome / Targets	Improved information to people with learning disabilities.
Disability Equality Duty	(c)
Responsibility	Head of Communications (Chief Executive's Directorate).
Progress	The results of the workshops with disabled residents on improving accessibility and choice of information will inform the direction of this project. It will be discussed in detail during November 2007's Council Wide Communications Group. As a result of a recent Equality Impact Assessment, a review of translation

	and interpretation will be carried out in January 2008. This will have a specific focus on easy read communications.
Status	Red

Action	Reviewing our translation and interpreting service and guidance to ensure the needs of disabled people are embedded within it.
Deadline	Review completed by March 07 with improvement plan Review progress annually.
Outcome / Targets	Translation and interpreting service is fully accessible Benchmarking in 2006/07. 5% increase each year.
Disability Equality Duty	(a)
Responsibility	Service Head, Scrutiny & Equalities / Head of Communications (Chief Executive's Directorate).
Progress	An advice note has been produced to give information and advice to Officers of the key things to consider when they are arranging for a publication to be produced on audio and Braille. This is based on guidance by the RNIB (Royal National Institute for the Blind) and is therefore aimed at ensuring the Council's publications meet the information needs of visually impaired customers. The note compliments the advice provided in the Interpretation and Translation Guidelines about using Newham Language Shop. This is available on the Equalities section of the staff intranet. Monthly monitoring evaluates Newham Language Shop's performance. However this does not consider information in large print, Braille and audio. Therefore the monthly monitoring needs to be reviewed to assess whether it provides us with useful information on meeting needs of disabled customers. As a result of a recent Equality Impact Assessment, a review of translation and interpretation will be carried out in January 2008.
Status	Green

**Objective 3- We will improve the promotion of services and benefits to disabled people.**

Action	Meeting with disabled user groups to agree priority services and benefits to promote disabled people.
Deadline	Agree programme of service promotion including a map of services by March 2007. Implement from April 2007. Review programme annually as part of Disability Equality Scheme Action Plan review.
Outcome / Targets	Increased awareness and uptake of services and benefits by disabled people. Increase take up on agreed services by 10%.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (and relevant service heads) (Chief Executive's Directorate).
Progress	Workshops were organised with the Residents Panel and disabled residents were asked how the information that they have prioritised should be promoted in terms of publicity and distribution. The findings will inform a list of priority information about services and benefits and where this should be distributed.
Status	Green

Action	Organising team entries from disabled people for the London Youth Games to be held in Mile End Leisure Complex.
Deadline	By May 2007, with 6 teams entered in the Youth Games in summer 2007.
Outcome / Targets	Increased profile of disabled people in sport.
Disability Equality Duty	(e)
Responsibility	Head of Recreation (Environment & Culture Directorate).
Progress	A letter went to most secondary schools to attract disabled students to register team entries into this summer's Youth Games. Other work aimed at targeting young disabled people includes a poster campaign and working closely with PE teachers of secondary schools. In 2006/07 Tower Hamlets was awarded Best Sports Initiative for disabled people by the London Sports Forum for the Mile End Park Leisure Centre. In addition, information about team entries appeared in East End Life. Seven teams were entered in 4 sports for the London Youth Games, (Boccia, athletics, swimming, football (male only)).
Status	Green

## Objective 4- We will improve access to independent living opportunities for disabled people

Action	Reviewing the provision of housing related floating support services for disabled people with sensory and physical impairments, HIV and Acquired Brain Injury (ABI).
Deadline	June 2007.
Outcome / Targets	Better service provided to disabled people.
Disability Equality Duty	(c)
Responsibility	Supporting People Manager (Adult Services Directorate).
Progress	<p>The timescales for this piece of work have been significantly extended to allow for all of the competing options to be thoroughly explored. The report is likely to receive final sign off at Cabinet in May 2008 (although extensive work has been carried out and reports submitted to the key Supporting People (SP) Partnership group (the Commissioning Body), in November 2007.</p> <p>The lead in the SP team, has been specifically asked to review the needs and provision within any proposals to reconfigure linked to:</p> <ul style="list-style-type: none"> <li>• HIV</li> <li>• Acquired Brain Injury</li> <li>• Sensory and Physical Impairments.</li> </ul>
Status	Amber

Action	Reviewing the provision of equipment and adaptations across all housing tenures.
Deadline	Review completed by June 2007. Implement Improvement Plan from July 2007.
Outcome / Targets	Consistency of approach across tenures achieved.
Disability Equality Duty	(c) and (d)
Responsibility	Head of Strategy and Development (Development & Renewal Directorate).
Progress	<p>Cross Tenure Review of Disabled Facilities Grants (DFGs) has been on hold. A new project team held their first meeting in September 2007. Additional funding has been allocated to the Council for adaptation work and control measures have been put into place to ensure that the Private Sector DFG budget is not substantially overspent.</p> <p>This project is still on hold due to the Comprehensive Spending Review and is now due for completion in June 2008</p>
Status	Red

## Objective 5 - We will improve working conditions and support for disabled staff

Action	Updating the Disability Employment Strategy and Action Plan.
Deadline	Review completed March 2007. Action Plan agreed and monitored annually.
Outcome / Targets	<p>More targeted action at employing disabled people</p> <ul style="list-style-type: none"> <li>BVPI 16a Percentage of staff declaring that they meet the Disability Discrimination Act disability definition Target 2006/07: 4.8% Target 2007/08: 5% Target 2008/09: 5.2%</li> <li>BVPI 11c Percentage of the top paid 5% of staff who have a disability (excluding those in maintained schools). Target 2006/07: 3.5% Target 2007/08: 4.5% Target 2008/09: 5.5%</li> </ul>
Disability Equality Duty Responsibility	(a) and (c) Director of Human Resources (Chief Executive's Directorate).
Progress	<p>The Disability Employment Strategy Action Plan has been updated. Disability reporting methods and Workforce to Reflect the Community targets have been reviewed against recent audit reports. A staff equality audit has been undertaken to update disability, ethnicity and other equalities monitoring data held on employees. The data collected was used to determine performance against targets during 2006/07. The targets for employees with a disability were exceeded in 2006/7. The number of employees declaring themselves as disabled was 5.12% which exceeded the target of 4.80%, and the percentage of senior managers with a disability was 4.62% against a target of 3.5%. In addition a number of development courses for employees with disabilities have been held.</p> <p><b>EMPLOYERS FORUM ON DISABILITY STANDARD 2007 TOWER HAMLETS PERFORMANCE:</b></p> <ul style="list-style-type: none"> <li>Out of a total 116 participants from both the public and private sector, LBTH were ranked joint fifth.</li> <li>LBTH scored an average of 85% on the three target areas (motivate, act and impact) this has put us in the gold award band (the benchmark</li> </ul>

	<p>average was 57% and public sector average 60%)</p> <ul style="list-style-type: none"> <li>• LBTH were ranked as strongest in the ‘motivate’ and the ‘building strong foundations’ themes. This means that we are taking steps to ensure that the organisation and its employees are prepared for and committed to making progress on disability equality; and that progress has been made to date in laying the foundations for long-term culture change in the area of disability.</li> <li>• Our top strengths lie in: <ul style="list-style-type: none"> <li>- External communications</li> <li>- Accessible built environment (employees)</li> <li>- Accessible built environment (customers)</li> <li>- Consultation.</li> </ul> </li> <li>• LBTH were ranked as weak in the ‘impact’ and ‘employees’ themes. This means that we need to carry out significant work on assessing the impact of the actions we have taken towards becoming disability confident. We need to use impact assessments to ensure that policies and procedures continue to work effectively and significant work also needs to be carried out to put in place policies and procedures that will lead to disability equality for employees.</li> </ul>
Status	<b>Green</b>

Action	Developing a personal development programme for disabled staff.
Deadline	Programme implemented by January 2007.
Outcome / Targets	Improved support to disabled staff.
Disability Equality Duty	(c)
Responsibility	Head of Organisational Development (Chief Executive’s Directorate).
Progress	<p>A 3 day personal development programme (PDP) was designed and developed for disabled staff in January 2007. The programme is aimed at improving the confidence of staff, providing advice and information about career opportunities, their rights and access to provision of adjustments in the workplace.</p> <p>The first programme was delivered in April 2007 and the second in November 2007. 12 disabled staff participated in each of the programmes. Initial validation and subsequent evaluation has been extremely positive.</p>



Status	Green
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Action	Ensuring training courses are accessible to disabled staff by introducing a standard requirement form for all training.
Deadline	Revised procedure introduced by March 2007 Reviewed every six months.
Outcome / Targets	Improved training opportunities for disabled people.
Disability Equality Duty	(c)
Responsibility	Head of Organisational Development (Chief Executive's Directorate).
Progress	<p>There is a compulsory section on access requirements that is contained in the corporate / directorate Learning and Development application forms. Learning and Development are working with Directorates to ensure that this standard requirement becomes common practice across the Council and they are also encouraging Officers who are arranging training to make sure they follow up any requests for adjustments. In addition to ensuring standard requirement details on training application forms an internal Disability Training Policy has been developed and introduced to reinforce good practice for ensuring accessibility to learning and development interventions for disabled staff. Also, the following targeted learning and development programmes which are accredited have also been developed for disabled staff:</p> <ul style="list-style-type: none"> <li>- Aspiring Leaders Programme - 5 targeted places for disabled staff, 4 of which have been taken up.</li> <li>- Institute of Leadership and Management (ILM) Certificate in Team Leadership dedicated programme for disabled staff developed. Programme due to commence February 2008.</li> </ul>
Status	Green

Action	Continuing to increase the number of disabled people working for the Council.
Deadline	Review every six months.
Outcome / Targets	<p>Increase the take up of employment by disabled people</p> <ul style="list-style-type: none"> <li>• BVPI 16a Percentage of staff declaring that they meet the Disability Discrimination Act disability definition.</li> <li>• BVPI 11c Percentage of the top paid 5% of staff who have a disability (excluding those in maintained schools).</li> </ul>
Disability Equality Duty	(c)
Responsibility	Director of Human Resources (Chief Executive's

	Directorate).
Progress	<p>The existing Disability Action Plan includes a range of employment focused initiatives that are designed to increase the % of disabled staff in the workforce as a whole and in the top 5% of earners. The initiatives also include developing a training programme for managers on supporting disabled staff; and ensuring that all development and training programmes are accessible to disabled staff.</p> <p>Whilst a review was scheduled to take place at the end of March 2007, further work has been undertaken on the Disability Action Plan. Consultation is underway to draw up a targeted action plan aimed at increasing the number of disabled senior managers. This is an action plan across the PCT (Primary care Trust) and the council which will be reported to the PCT board in January 2008 and the Council's Cabinet in February 2008.</p>
Status	Amber

Action	Ensuring that approved list of providers is DDA compliant.
Deadline	March 07.
Outcome / Targets	Improved feedback by disabled staff.
Disability Equality Duty	(a)
Responsibility	Head of Organisational Development (Chief Executive's Directorate).
Progress	<p>DDA (Disability Discrimination Act) compliance is part of the essential selection criteria against which all external training providers are assessed. Improved feedback from disabled staff needs to be measured to evaluate the extent to which training providers are complying with the DDA.</p> <p>Approved list of learning and development providers to be in place for 2008/09. Currently, all training providers are required to demonstrate their knowledge and understanding across all equality strands, including how they will meet the needs of disabled staff attending training programmes. External training providers are also required to produce a copy of their own Equal Opportunities Policy.</p>
Status	Green

**Objective 6- We will improve consultation and involvement with disabled people and disabled staff**

Action	Reviewing the effectiveness of the Council's involvement with disabled people through discussions with user groups, staff, residents and disabled led voluntary organisations.
Deadline	Plan review by March 2007. Conduct review from April 2007 to September 2007. Implement improvements from November 2007.
Outcome / Targets	Increased consultation and involvement of disabled people.
Disability Equality Duty	(f)
Responsibility	Consultation and Involvement Manager / Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p>Discussions have taken place with Sue Ritchie, Consultation and Involvement about using the Resident Panel to gather evidence on how effective current methods of engaging disabled people are.</p> <p>The TH Staff Disabled Forum meets quarterly and this year much focus has centred on enhancing the well being of staff by exploring adjustable working hours for disabled staff. Staff requested better clarity in regards to working hours, particularly flexible working hours and rehabilitation leave. Following feedback from the Disabled Staff Forum, further consultation took place around the following areas:</p> <ul style="list-style-type: none"> <li>• Flexible working hours</li> <li>• Rehabilitation leave</li> <li>• Carer's policy</li> </ul> <p>Forum members have discussed forming a sub-group to focus on IT (information technology) issues. The aim being to compile an inventory of disabled IT users, their software and equipment requirements, adaptations, etc. The Equalities Team are supporting this proposal, with a view to having a working sub-group in place by January 2008.</p> <p>The TH Accessible Consultative Forum meets bi-monthly, membership includes of members of the community, Councillors, reps from TfL (Transport for London), Council Officers, DAR (Dial-A-Ride), DAN (Disability Advocacy Network) and Age Concern. Discussions at this year's meetings have focussed on 'London Underground Towards An Accessible Tube'; changes to bus services and bus routes; and they have</p>

	<p>been consulted Blue badge and Freedom Pass applications.</p> <p>Involvement and discussions of the Tower Hamlets Access Group has included:</p> <ul style="list-style-type: none"> <li>- The Group commenting on plans for an accessible transport network in a meeting with the Access &amp; Inclusion Officer of the Olympic Delivery Authority;</li> <li>- Being involved in an interactive session with the Electoral Services Manager to feedback on access to polling stations;</li> <li>- As service users they have given feedback to DisabledGO on their database of accessible venues and services in Tower Hamlets;</li> <li>- They have been consulted on accessing services within council buildings, e.g. buildings used for the allocation of blue badges and freedom passes.</li> <li>- Given feedback on the format of the Accessible Housing Register pages in East End Life;</li> <li>- A sub-group being involved in supporting a Parks &amp; Open Space project;</li> <li>- Two members of the Group have attended the preliminary meeting of Wood Wharf Development and given their views on access issues;</li> <li>- Two other members have been involved in a scrutiny review of Choice Based Lettings.</li> <li>- The Group give regular feedback to the Access Manager of IDEA Stores; and</li> <li>- The Group will be asked to comment of the refresh of the Community Plan.</li> </ul> <p>We have sponsored DITO (Disability Information and Training Opportunities) to project manage and host the International day for Disabled People 2007.</p> <p>As disabled residents of Tower Hamlets, two members of the Access Group will describe how the DES has made a difference to them at a Disability Equality Conference in January 2008.</p>
	<b>Green</b>

Action	Ensuring our Consultation and Involvement Toolkit and Policy reflects national disability advice on consulting and involving disabled people.
Deadline	Review toolkit by March 2007.

Outcome / Targets	Consultation and Involvement Standards that meet the needs of disabled people.
Disability Equality Duty	(f)
Responsibility	Consultation and Involvement Manager (Chief Executive's Directorate).
Progress	The User Choice Voice and Co-Production review has been completed and an Improvement Plan is currently being implemented. The Consultation and Involvement Toolkit, was reviewed as part of this process, and the revision is included as part of the Improvement plan, and the corporate Intranet strategy. It is anticipated that this will be completed by January 2008.
Status	Amber

**Objective 7- We will work with job agencies and businesses to assist disabled people to find work and increase local business awareness of their responsibilities under the Disability Discrimination Act (DDA)**

Action	Increasing the number of disabled people in employment using Skills match.
Deadline	December 2008.
Outcome / Targets	Increased number of disabled people in employment: <ul style="list-style-type: none"> <li>• 60-80 clients registered by 2008.</li> <li>• 35 people into employment by 2008.</li> <li>• 15 people into self-employment by 2008.</li> <li>• 16 people undertaking volunteering work by 2008.</li> </ul>
Disability Equality Duty	(c)
Responsibility	Access to Employment Manager (Development & Renewal Directorate).
Progress	We have already achieved some and are making progress towards meeting all our targets to increase the number of disabled people in employment. We managed to exceed the number of clients registered before 2008 to 102 clients to date. In summary, 23 have gained employment, 9 are now in self-employment and 19 are undertaking volunteering work.
Status	Green

Action	Extending employment opportunities for people with mental health problems and learning disabilities by: <ul style="list-style-type: none"> <li>• Increasing the number of employers committed to providing employment to people with learning disabilities.</li> <li>• Developing vocational support services within the borough for people with mental health needs.</li> <li>• Increasing the number of disabled people with physical impairments accessing employment or training opportunities through the Day Opportunities Resource Centre.</li> </ul>
Deadline	4 significant employers signed up by September 2006.
Outcome / Targets	More people with learning disabilities, mental health needs and physical disabilities in employment 5% increase (March 2006 baseline) on numbers of people employed with mental health problems and / or disabilities known to the Council by September 2006, and 15% increase by March 2007.
Disability Equality Duty	(c)
Responsibility	Director of Adult Services (Adult Services Directorate).
Progress	In March 2006, there were 21 people with learning disabilities, physical disabilities and mental health

	<p>problems registered with Adult Services that were in paid employment. This increased to 37 in September 2006 and 42 by March 2007. This increase has been achieved mainly through vocational support services commissioned by Adult Services to assist people with learning disabilities to find employment. A smaller number of people with physical disabilities and mental health problems have found employment through this support and the service's in-house Day Opportunities service. It is expected that the number of people with mental health problems entering employment should increase with the introduction of ReWork, a new neighbourhood renewal funded employment support project, in January 2007. In addition, all three client groups have accessed unpaid work placements and training which may lead to paid employment in the future.</p> <p>Further progress in 2007:</p> <ul style="list-style-type: none"> <li>- 81 employment related assessments of people with mental health needs. Target was 100 and rates of referral are increasing again steadily.</li> <li>- 36 people with mental health needs supported into or helped to retain paid employment. Target was 32 so this has been achieved.</li> <li>- 16 people with mental health needs supported into work experience/placement. Target was 30; progress was hampered by project worker vacancy as described above.</li> </ul> <p>Target of 4 significant employers signed up by September 2006 has been achieved.</p>
<b>Status</b>	<b>Green</b>

<b>Action</b>	Promoting awareness of employers responsibilities under the DDA (Disability Discrimination Act) and the benefits of employing disabled people through the Council's Business Forum lunch seminars.
<b>Deadline</b>	One session each year.
<b>Outcome / Targets</b>	Increased awareness of local employers of the DDA.
<b>Disability Equality Duty</b>	(e)
<b>Responsibility</b>	Investment and Business Team Leader (Development & Renewal Directorate).
<b>Progress</b>	A session at the Council's Business Forum Executive Board meeting on 4th May 2007 was delivered to raise awareness of the employers' responsibilities under the DDA. The Corporate Equalities Team with a local employer delivered a presentation at the Forum on the DDA and best practice in employing disabled people.

	As a result of discussions, the Equalities team has been included in the Council's Business Matters Guide that is distributed to many local businesses. We will offer signposting and best practice advice on measures to ensure a business's employment and service provision meets the needs of a diverse community.
Status	Green



**Objective 8 - We will reduce obstacles and improve the safety of the borough's parks, open spaces and streets for disabled people**

Action	Reviewing the progress of meeting 40% clutter free target of the Council's Street Design Guidance with the Access Group.
Deadline	Review annually in November.
Outcome / Targets	Improved access to streets for disabled people.
Disability Equality Duty	(a)
Responsibility	Head of Transportation and Highways (Environment & Culture Directorate).
Progress	Action to reduce street clutter is part of the Council's street scene improvement projects in order to take advantage of existing funding availability. Current activity is focused on Bethnal Green Road, Poplar High Street, and Brick Lane. Previous schemes have included Eric Street, Devons Road and Cable Street. To reduce street clutter, a major activity is to seek to rationalise signposts and guard railing wherever legally possible. This includes removing redundant posts or renewing essential but damaged posts. It was noted that meeting the 40% target is difficult because there is no actual measure of street clutter, hence the target need to be reviewed as there is no indicator to measure this against.
Status	Green

Action	Ensuring the Supplementary Planning Document (SPD) on Landscape Design reflects CABE Access and Design Guidance.
Deadline	November 2007.
Outcome / Targets	Developers address access issues in the landscape design that meet CABE guidance. 100% of major planning applications submit Access Statements that meet the access principles outlined in the SPD Landscape Design.
Disability Equality Duty	(a)
Responsibility	Service Head, Major Project Development (Development & Renewal Directorate).
Progress	The Supplementary Planning Document (SPD) on Landscape Design will be replaced by Good Design SPD which will advise developers and planners on a range of issues relating to design and access that will include landscape design. Development of the guidance has not commenced and will therefore not be completed by November. This is because the Local Development Framework's (LDF) core strategies that

	include design and access will be subject to a public examination process this year by the Planning Inspectorate. This means that no guidance to supplement the core strategies can be developed until the LDF has been approved by the Inspectorate. Therefore the deadline has not been met.
Status	Red

Action	Consulting with the newly established Parks and Open Spaces Group to identify and agree action to address the major obstacles disabled people experience in the Borough's parks and open spaces.
Deadline	November 2007.
Outcome / Targets	Improvement plan in place to address the key barriers for disabled people in parks and open spaces.
Disability Equality Duty	(a)
Responsibility	Director of Environment and Culture (Environment & Culture Directorate).
Progress	An analysis of a 2006/07 park user survey was undertaken to determine percentage of users who consider themselves to be disabled and it appeared that fewer disabled residents were using our parks and open spaces. The Parks Access Group has been established. A project based approach has been developed that will provide project and design guidance for parks landscape improvements. The Group is focusing on a refurbishment project at Gosling Gardens, with additional overview and review of the other improvement schemes across the borough. The project has included site visits, group meetings, and staff awareness training. Initial design proposals for Gosling Gardens have been presented to the group, and the Group will be involved in all stages of this project to completion in March 2008.
Status	Green

Action	Incorporating the disabled hate crime research project recommendations into the Integrated Hate Crime Action Plan.
Deadline	March 2007.
Outcome / Targets	Action Plan in place to improve reporting and responses to disabled hate crime.
Disability Equality Duty	(b)
Responsibility	Head of Community Safety (Chief Executive's Directorate).
Progress	The Disability Hate Crime Research Project has been commissioned and evidence has been gathered on

	<p>local disabled people's experiences. The final report was considered by the Race and Hate Inter-Agency Forum (RHIAF) in June 2007. An action plan has been drafted with provision for resources to support recommendations arising from the research. This has been circulated and agreed by RHIAF members in September 2007. The Plan is a multi-agency action plan and is being delivered and monitored. A Tackling Disability Hate Crime Day is taking place 7 February 2008 where an accessible Disability Hate Crime information pack will be launched.</p>
<p>Status</p>	<p>Amber</p>

**Objective 9- We will work with transport providers to improve the accessibility of local transport for disabled people**

Action	Evaluating the Council's Local Implementation Transport Plan with the Accessible Transport Forum including Community Transport.
Deadline	Quarterly.
Outcome / Targets	Improved transport options for disabled people.
Disability Equality Duty	(c) and (f)
Responsibility	Head of Transportation and Highways (Environment & Culture Directorate).
Progress	Specific accessibility schemes developed from the Plan have been reviewed with the Accessible Transport Consultative Forum. This includes LUL's (London Underground Ltd) step-free station access programme; Cambridge Heath station access improvements and the bus stop accessibility programme. A representative from the ATCF (Accessible Transport Consultative Forum) also attends the Council's quarterly Public Transport Forum to participate in liaison with transport operators and members.
Status	Green

Action	Reviewing the promotion and distribution of the Blue Badge Scheme, Freedom Passes and Taxi Cards to disabled people.
Deadline	March 2007.
Outcome / Targets	Improved take up and satisfaction with the Blue Badge Scheme, Freedom Passes and Taxi Cards Conduct monitoring and establish baseline for increased take up by November 2007.
Disability Equality Duty	(c) and (f)
Responsibility	Head of Parking Services (Environment & Culture Directorate).
Progress	A customer satisfaction survey was carried out with 1 in 5 users of Mobility Support Services during January and February 2007. The results showed a high level of satisfaction with all areas of the service. This included satisfaction with the clarity and access to information about concessionary travel. However, the survey also highlighted a number of recommendations that the service needs to examine and address.
Status	Green

Action	Developing more independent travel training for 11 – 19 year olds through a “Training the Trainer” pack, training for parents pack and peer group working.
Deadline	Recruit third trainer by March 2007.
Outcome / Targets	<p>Disabled young people can use public transport and become safe pedestrians. 50 students will receive training in 2006/07 to:</p> <ul style="list-style-type: none"> <li>• Make the service available to more young people.</li> <li>• Enable parents to continue Independent Travel Training with their children.</li> <li>• Involve past students.</li> </ul>
Disability Equality Duty	(c)
Responsibility	Performance Monitoring/Transport Client Officer – (Children’s Services Directorate).
Progress	<p>A 3<sup>rd</sup> independent travel trainer has been recruited and started on 2<sup>nd</sup> April 2007. 57 pupils received training during 2006/07 and with the 3<sup>rd</sup> trainer this will make the service available to more students. A training pack has been developed and will be piloted in 2007/08. There has been some slippage in terms of involving past students due to the work load of trainers. Peer group mentoring will start in 2007/08.</p> <p>The Independent Travel Training Team have just won the Changing Lives and Outstanding Public Service Team of the Year awards at the Public Servants of the Year Awards 2007, as well as the LBTH outstanding achievement award for Children’s Services;</p> <p>Established over two years ago, the team of four are a dedicated group of independent travel trainers who help students with special educational needs learn to get about on their own;</p> <p>The course is open to young people aged 11 to 19 who live in Tower Hamlets and have special educational needs. Referrals to the team are initially made by a student’s school or other professionals before meeting with their parents to discuss their individual needs and capabilities;</p> <p>The course begins in the classroom then moves on to teaching practical skills out and about in the local area. The programme includes learning skills such as telling the time, reading timetables and identifying hazards;</p>

	<p>The scheme, by its very nature, does not have ‘targets’ or ‘standards’ – a student does not ‘pass’ or ‘fail’ - rather, each student is given the best possible structured support and training to realise their full potentially;</p> <p>Initially a trainer will accompany a student on their journey to and from school. The journey is then broken down into smaller sections which the young person completes independently until they are confident enough to make the journey alone;</p> <p>Once they have formally completed the programme students are observed to make sure they are coping with the journey, and if necessary, ‘top-up’ training is available. The skills students learn on the course are the first step on a wider journey into increased independence, which will hopefully open up increased training and employment opportunities once they leave school.</p>
Status	Green

## Progress to embed the Disability Equality Duty

Action	Provide support to councillors including information and a training session so they can promote disability equality with their constituents.
Deadline	March 2007.
Outcome / Targets	Councillors promote disability equality and can refer local people to services. Monitor level of take up of support and training by Councillors in 2007 and set targets for future years.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p>We produced a leaflet providing advice and information to assist councillors in responding to disability equality issues from disabled constituents and in discussions with services. A training session was held on the 27<sup>th</sup> February 2007 for councillors about the Disability Equality Scheme and to discuss how councillors can promote disability equality. The attendance rate was good (about 21 councillors). Future training will include sessions on developing elected members' expertise on diversity and equality issues. This will also encourage councillors to agree a clear role to help implement the Duty.</p> <ul style="list-style-type: none"> <li>- The Leader of the Council, Denise Jones attended Disability Coalition's annual meeting on 17 November 2007 and spoke about the Council and Disabled People.</li> <li>- Councillor Islam, Lead Member for Equalities will launch the International Day for Disabled People event on 3<sup>rd</sup> December 2007 at St.Stephen's Church, Bow.</li> <li>- Councillor Islam, Lead Member for Equalities will be launching the national Disability Equality Conference in January 2008.</li> </ul>
Status	Green

Action	Refreshing the Council's main corporate strategies to ensure they reflect the new Disability Equality Duty and the views of disabled people.
Deadline	March 2007.
Outcome / Targets	The disability equality duty is embedded across the Council. All the Council's main corporate strategies show how they address the Duty and the views of disabled people each year.
Disability Equality Duty	(c)

Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	<p>Key issues from last year's consultation with disabled residents and staff are reflected in the Council's service plans, such the Diversity &amp; Equality Action Plan (DEAP) 2007/08.</p> <p>The Corporate Director responsible for diversity and equalities is our Assistant Chief Executive. The work of co-coordinating and facilitating work across the Council is undertaken by the Scrutiny and Equalities service area which comprises of the Service Head, Scrutiny and Equalities and he is supported by three Diversity and Equality Co-ordinators. Within each of the service Directorates there is a Directorate Equality Liaison Officers (DELO). Each service, team and individual work plan is expected to include diversity and equality objectives to ensure that staff see issues as part of their day-to-day work. To support this a range of training is offered by Corporate Learning and Development including disability equality and equality impact assessments.</p> <p>In order to maintain and develop existing good practice the Council has in place a number of standard organisational procedures. The Diversity and Equality Action Plan is agreed by Cabinet annually and monitored by the Overview and Scrutiny Committee six-monthly. The Corporate Equalities Steering Group (CESG) meets monthly with an alternation between business and workshop sessions. The group is chaired by the Chief Executive and membership includes the DELOs and the trade unions. Each DELO also chairs a monthly Directorate Equalities Focus Group.</p> <p>We report on the progress of our Disability Equality Scheme and internal and external disabled forums within the DEAP. Consulting with both staff and service users is a vital way of testing the effectiveness of service initiatives.</p>
Status	Green
Action	Taking a leadership role around disability within the Tower Hamlets Partnership. Initially we will sponsor a discussion at the Excellent Public Services CPAG (Community Plan Action Group) considering partners' Disability Equality Schemes and the scope for joint



	action and initiatives.
Deadline	Discussion by March 2007 with agreed actions during 2007
Outcome / Targets	Disability Equality Duty promoted across partners and Tower Hamlets Partnership
Disability Equality Duty	(c)
Responsibility	Head of Partnership and Engagement (Chief Executive's Directorate)
Progress	Due to recent changes in the staff structure of the Tower Hamlets Partnership, there have been delays in developing this action by March 2007. However, it has now been agreed to look at this item at the next meeting, which is on 21st January 2008, with a view to completing a follow-up development session before the end of this financial year.
Status	<b>Red</b>

Action	Review the Corporate Monitoring Guidelines to include a breakdown of disability categories to obtain a better profile of community needs.
Deadline	Completed by March 2007.
Outcome / Targets	Improved monitoring arrangements of user needs.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	The monitoring guidelines have now been revised and improved with real life examples of where equalities monitoring has informed decisions or service improvements. The monitoring form now also includes physical, sensory, mental impairments and other conditions such as HIV. The guidelines were considered and agreed by Corporate Equalities Steering Group.
Status	<b>Green</b>

Action	Promote the new Disability Equality Duty – what it means for disabled people, the Council and other services.
Deadline	Promotion Campaign agreed January 2007 and delivered throughout 2007.
Outcome / Targets	Increased local awareness of the new Duty and its implications.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	A timetable has been drafted with Communications that contains a list of news worthy articles that relate to key

	<p>milestones from the Disability Equality Scheme that will be publicised in East End Life at regular intervals. This includes our work to involve disabled people to compete in the London Youth Games and to provide training to disabled pupils on travelling on public transport independently. In addition, a presentation and checklist has been produced to raise awareness at team meetings about the Duty and help staff understand how they can make it part of their work. This has been piloted in Chief Executive's Directorate and work needs to be done to publicise this to the other Directorates. This will be via CESG (Corporate Equalities Steering group), DELOs (Directorate Equalities Liaison Officers), staff intranet and Core Diversity training. A letter has been sent to voluntary organisations with a copy of the Disability Equality Scheme publicising what the Council will be doing over the next three years and copies of the DES (Disability Equality Scheme) has been made available in accessible formats in all IDEA Stores and libraries.</p>
Status	Green

Action	Sustain and extend the work undertaken to develop the Disability Equality Scheme including refreshing the corporate support available to services and disabled people.
Deadline	Agree actions by March 2007.
Outcome / Targets	Improved support to services and disabled people to implement the Disability Equality Scheme.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	There is now a specific Diversity & Equality Co-ordinator in post who has lead responsibility for disability equality. This officer is supporting the work of the Council and will extend it through the Tower Hamlets Partnership.
Status	Green

Action	Reviewing the Council's Programme of Equality Impact Assessments (EIAs) as part of the annual review of equalities impact assessments to identify external factors that may affect our programme such as Olympic 2012 and new communities moving into the borough.
Deadline	Annually.
Outcome / Targets	A 3 year programme of Equality Impact Assessments by October 2007.

Disability Equality Duty	(b) and (c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	The Programme of Equality Impact Assessments has been reviewed and a number of key functions and policies have been prioritised for 2007/08-2009/10 for disability equality impact assessments including Facilities Management and Democratic Engagement. This has been directly informed by the key issues raised by local disabled residents and staff. The three year statutory equalities test of relevance for all policies and functions is specifically considering disability equality. This will be completed in January 2008.
Status	Green

Action	Consider how the Council can encourage, support and work with voluntary and community groups run by disabled people.
Deadline	Agree actions by March 2007.
Outcome / Targets	Improved support to voluntary and community groups run by disabled people.
Disability Equality Duty	(c)
Responsibility	Service Head, Scrutiny & Equalities (Chief Executive's Directorate).
Progress	Over a number of years the Council has supported a number of organisations representing disabled people such as DAN (Disability Advocacy Network), DITO (Disability, Information and Training Opportunities), DisabledGO, the Tower Project and The Map Squad. We have representatives from DAN and DITO on our Access Group; DisabledGO have given a presentation at our October meeting about their database of services and venues in TH and asked the Group to give feedback; and we are in discussions with the Map Squad about featuring the achievements of our Access Group in their newspaper throughout 2008. A Third Sector representative was also included in the selection process following the restructuring of the corporate equalities function. Next year to strengthen this we will also carry out an audit of all organisations of disabled people, providing support and training in the areas of development need and facilitating the process of joint bidding and partnership fundraising
Status	Amber

Action	Supporting schools to prepare a Disability Equality Scheme by offering training and advice.
Deadline	December 2007 (primary schools).
Outcome / Targets	All schools have a Disability Equality Scheme (DES) in place which embeds good practice. 100% of DES for primary schools meet Statutory Code of Practice and DRC Guidance for schools by December 2007.
Disability Equality Duty	(c)
Responsibility	Equalities and Partnership Development Manager, (Children's Services Directorate).
Progress	Disability Equality in Education hosted a conference with all primary schools on 19th June 2007 on their Disability Equality Schemes. They will receive feedback on their schemes as well as advice on how to address potential gaps in their schemes.
Status	Green

Action	Launch of Disability Equality Scheme for secondary schools.
Deadline	December 2006.
Outcome / Targets	Launch DES by December 2006.
Disability Equality Duty	(c)
Responsibility	Equalities and Partnership Development Manager, (Children's Services Directorate).
Progress	Disability Equality in Education hosted a large conference on 1st November 2006 aimed at secondary schools to launch their Disability Equality Schemes. They held a follow up event on Friday 23rd March 2007 and provided feedback on secondary school's Disability Equality Schemes. The event was interactive and schools received positive feedback as well as useful advice on gaps in their Schemes that needed to be addressed.
Status	Green