

# Disability Equality Scheme



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## **CONTENTS**

<b>Introduction</b>	<b>page 1</b>
<b>Purpose of the scheme</b>	<b>page 2</b>
<b>Profile of Disability – local context</b>	<b>page 3</b>
<b>Engagement</b>	<b>page 7</b>
<b>Priorities of disabled people</b>	<b>page 8</b>
<b>Our Commitment to action</b>	<b>page 11</b>
<b>Disability Equality Action Plan</b>	<b>page 16</b>
<b>Appendix 1: List of Consultees</b>	<b>page 24</b>

## Introduction

This document is North West Leicestershire first Disability Equality Scheme and sets out our commitment to disabled people and our plans to make the services within our control as accessible as possible, promote positive attitudes towards disabled people and encourage participation of disabled people in public life.

This Disability Equality Scheme also meets the requirements of the Disability Equality Duty, introduced in the Disability Discrimination Act (DDA) 2005. As a Council we recognise that we cannot produce this Scheme on our own, it is therefore informed by engagement with disabled people across the district, which we see as an integral part of our commitment to delivering services. This commitment will be continued beyond simply the publication of a document at this moment in time.

## Our Vision

The Council's vision for the District is, *"The population is healthy and enjoys a clean and safe environment both at home and in work. There is a variety of quality housing in the District available to all. There are excellent and safe transport and communication links.*

*Lifelong learning has encouraged the maximisation of the talents and abilities of the people of the District. The level of academic achievement is good with low levels of truancy.*

*There is a high degree of civic pride. People are caring and involved in local activities and work closely with the Council and other partners for the benefit of their respective communities. There is a developed and established Community Strategy for the District that is supported by all.*

*Good quality services are provided as and when required by the public and services are accessible with equal opportunities for all. Economic and social deprivation that were apparent 10 years ago are now history*

What we seek for North West Leicestershire is a district which is vibrant, thriving and where all its citizens have the opportunity to fulfil their potential and where disadvantage and discrimination are challenged and rooted out.

North West Leicestershire already has in place an Equality Scheme and Race Equality Scheme, which outlines North West

Leicestershire approach to promoting and celebrating equality and diversity.

This Disability Equality Scheme builds on both of these previous documents and will form a part of the Council's Comprehensive Equality Scheme. These documents outline North West Leicestershire commitment to equality as a service provider, employer and community leader.

## **The purpose of the Disability Equality Scheme**

In December 2006, the Disability Discrimination Act 1995 will be amended by the Disability Discrimination Act 2005. This amended Act will impose a new duty on all public authorities such as North West Leicestershire District Council to proactively promote equality of opportunity for disabled people.

The Disability Discrimination Act 2005 sets out the general duty and specific duties. The main requirements of the new duties are set out below.

### **The General Duty**

The general duty states that public authorities must, in carrying out their functions, have "due regard" to:

- Promote equality of opportunity between disabled persons and other people
- Eliminate discrimination that is unlawful under the Disability Discrimination Act 1995
- Eliminate harassment of disabled people that is related to their disabilities
- Promote positive attitudes towards disabled people in public life
- Take steps to take account of disabled people's disabilities even where it involves treating 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 people with disabilities can access employment, goods, facilities, services, functions and premises.

Disability Legislation includes:

- The Disability Discrimination Act (DDA) 1995 as amended by the Disability Discrimination Act 2005
- Building Regulations 2000 and Part M requirements – building regulation amendments 2003

## **The Specific Duty**

The general duty is supported by a specific legal duty to prepare a Disability Equality Scheme which sets out:

- How we will gather and analyse evidence to inform actions and track progress,
- How we will assess impact of existing and proposed activities on disabled people,
- How we will monitor and review progress every year,
- How we will involve disabled people in the development of the scheme ,
- Arrangements for fulfilling the general duty – our action plan.

This Disability Equality Scheme is a living document and whilst the aims will remain the same, we will endeavour to continuously review our progress making sure that our action planning reflects changes and progress the Council has made.

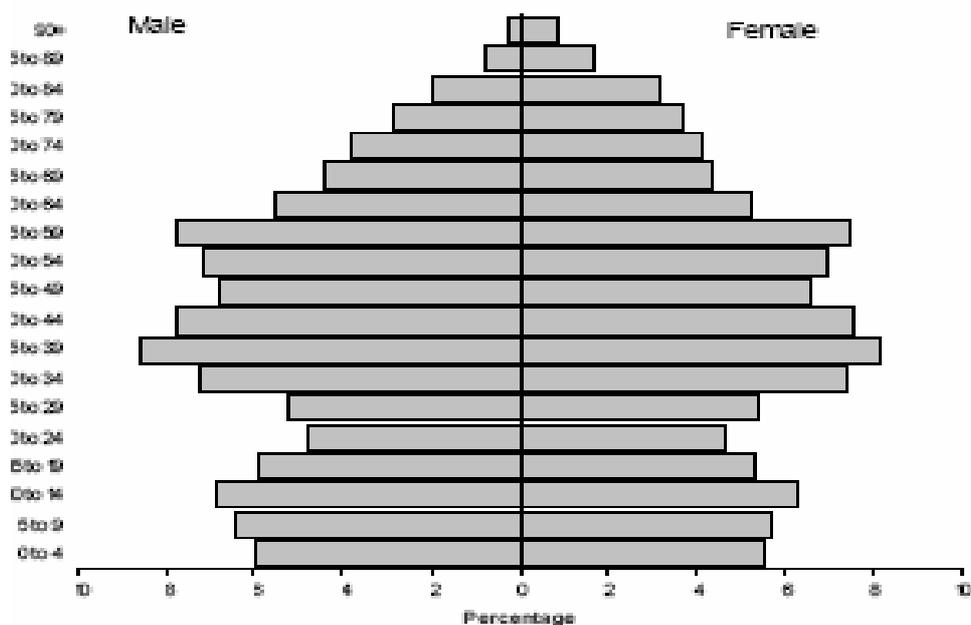
The action plan and priorities are informed by engagement with disabled people.

## **Local context**

In 2003, the population of the District was estimated to be 87,500 (Source: ONS mid year estimate) ([insert hyperlink to Community profile 2005 document](#))

The population pyramid below shows the age profile of the Districts population. This clearly shows that the District currently contains a low proportion of 20 to 29 year olds, with the 35 to 39 years age group containing the largest proportions. 19.6% of the population are aged under 16 years, and 19.3% are currently of pension age (male over 65 or female over 60). The decreasing number of children in the lower age groups will be compounded by lower numbers in the main child-bearing age groups (20 to 34 years) in the coming years, whilst the current large numbers of the population in the 34 to 54 age groups will eventually become the aged population of the district.

Graph 1: Age Structure 2003



Source:ONS

## Profile of Disability in North West Leicestershire

Of the 87,500 population, 18% of the population suffers from a long term illness whilst 9% of the population consider their health to be “not good”.

Additionally, 11% (9,358 people) of the total population provide some form of unpaid care to either a relative or neighbour. 69% of carers provide between 1 to 19 hours a week, 11% are providing care between 20 to 49 hours a week, whilst 20% of carers are providing over 50 hours of care a week.

As a Council we recognise and accept that disabled people generally, have fewer opportunities and a lower quality of life than non-disabled people. We therefore believe that any actions taken to deal with or remove the disadvantage experienced by disabled people depend on what is believed to be the cause of the disadvantage. There are different ways of explaining what causes the disadvantage and using ‘models’ can illustrate these, namely:

- an individual (or medical) model of disability, and
- a social model of disability

The medical model of disability defines and explains disability in terms of the features of an individual's body, whereas a social model

defines and explains disability in terms of characteristics of social organisation. In the social model, society is shown to disable people who have impairments because the way it has been set up prevents disabled people from taking part in every day life.

Whilst many people have positive attitudes towards disabled people, some express pity, fear, lack of respect and sometimes even contempt. These attitudes are hurtful, can lead to discrimination and can also place unnecessary restrictions on disabled people.

It follows that if disabled people are to be able to join in mainstream society, the way society is organised and the way it perceives disability and disabled people must be changed. Removing the barriers and perceptions which exclude (disabled) people who have impairments can bring about this change.

North West Leicestershire has adopted the social model of disability and is committed to working towards removing or altering as many barriers as possible to disabled people which are within their control i.e. management practices, the way Council services are designed and delivered, work is organised for its employees, the way its buildings are designed and by adopting a preferred terminology.

Barriers can be:

- prejudice and stereotypes
- inflexible organisational procedures and practices
- inaccessible information
- inaccessible buildings; and
- inaccessible transport

## Engagement

### Involving disabled people in developing the scheme

The requirements of the Disability Discrimination Act 2005 are to involve disabled people in the development of the Disability Equality Scheme and the accompanying Action Plan. The Action Plan (Appendix xx, page xx) sets out the Councils approach to implementing and reducing the inequalities experience by and towards disabled people over the next three years.

This “involvement requires more active engagement of disabled stakeholders than purely “consultation”. This means, that in order to be fully effective, the involvement should be:

- focused
  - proportionate
  - use accessible mechanisms
  - influential and
  - transparent
- 
- ❖ Be focused –  
Be clear about where the authority has scope to make changes and what resources are available
  
  - ❖ Be proportionate –  
The approach taken should be commensurate with the size of the Council
  
  - ❖ Use accessible mechanisms –  
So that it is possible for a wide range of disabled people to participate
  
  - ❖ Be influential –  
People outside the organisation should be able to see how the involvement has affected the authority’s plans
  
  - ❖ Be transparent –  
To maintain the ongoing commitment to involve disabled people throughout the life of the Scheme

## **Outline of engagement of each of the Events held:**

### **Disability Equality Open event**

In order to involve disabled people from the very outset of compiling the Disability Equality Scheme, the Council approached and invited Leicestershire Centre for Integrated Living (LCIL) to assist it to undertake an event in which their role would be to facilitate and scribe the involvement events for disabled people.

Letters of invitations to attend the event were sent to known groups and disabled individuals. The event was also publicised through local newspapers - to ensure that hard to reach groups/individuals were aware of the event.

The event started with a presentation to all disabled and non disabled people on the background to the event and the key issues that are contained within the new legislative requirements. The presentation included a list of services compiled by the Opportunities for People with Disabilities Group and an explanation of the topics that would be explored.

Following the initial presentation, the attendees were split into three, two groups of disabled people and one group of non disabled people. Each group of disabled people was supported by a disabled facilitator and a disabled scribe.

The groups were asked to identify and discuss the issues in their agreed priority order, from the shortened list that had been presented, the decision being based on the views of what they felt was more important to them.

### **North West Leicestershire District Council Employee focus group**

The event started with a presentation to all disabled employees on the background to the event and the key issues that are contained within the new legislative requirements. The presentation included a list and an explanation of the topics that would be explored within the time available.

## **Young peoples focus group – Bridge Group and Christ Church Group**

These events took place at locations and at times chosen by the groups. The events which were facilitated by officers from the council started with an adapted presentation to the groups. Each group was asked to identify and discuss the issues in their agreed priority order.

## **Priorities of disabled people in North West Leicestershire**

### **ATTITUDES TOWARDS DISABLED PEOPLE**

People noted specifically that the following areas may contribute to the promotion of positive of attitudes towards disabled people:

- the employment of disabled people by the council
- mentoring for disabled people
- disability awareness and equality training for frontline staff
- promoting disability issues and awareness in schools
- increase and improve the level of staff awareness regarding the differing needs of all disability groups
- the need for the council to influence and encourage partners and other employers in the district - increased training opportunities for disabled people and work placement or work experience opportunities

### **TRANSPORT**

People commented and recognised that though council does not provide any direct transport, the council could influence transport providers:

- costs and availability of taxis
- availability and accessibility of buses
- increase and improve the level of awareness of taxi and bus drivers regarding the differing needs of all disability groups
- number and conditions of bus shelters
- provisions in terms of parking for disabled people
- provision of community transport

### **COMMUNITY SERVICES AND INFORMATION**

Providing accessible information remains a key priority for many people. These included:

- the need for the Council to ensure that the information produced and distributed by all service areas is simple and easy to understand - the use of plain English benefits everyone

- the recognition that there are many differing needs with regards to accessing information and these should be taken into account and catered for where possible
- utilisation of information already held by the council in order to ensure that service users receive information from across the council in the correct format – right first time round
- the need to provide a diverse range of access channels to services in order to meet the differing needs of disabled people
- greater transparency relating to staff and service contact details
- the need for consistence and transparency regarding response times to customer queries

## **HOUSING**

People raised a number of areas relating to Housing Services.

These included:

- waiting times for Occupational Therapy assessments
- waiting times for adaptations and repairs following assessments
- the need for clear explanations and timescales to be given
- limited number of accommodation for young disabled people
- energy efficiency scheme

## **CUSTOMER CARE**

Whilst this was not identified as an area for consideration in its own right, this was linked to Customer Services and access to information.

## **INVOLVING DISABLED PEOPLE**

A majority of people commented that they would like to become more involved in setting council priorities and participating in public life. However, a number of areas needed to be addressed:

- that opportunities for involvement need to be advertised widely and in accessible formats
- the lack of transport facilities often deters involvement
- the timing of events and the length of time provided for people to express their views
- need for advocacy for all disabled people
- participation of disabled children and young people in public life
- provision of feedback in accessible format

**ACCESS** – includes Council building and other council owned properties.

It was noted that though the Opportunities for People with Disabilities Group had undertaken an audit of the main council building within the last two years and progress had been made in this area the council needed to continue to make improvements.

In relation to access to the council buildings and parks, the following comments were noted:

- poor colour contrasts inside council buildings
- lack of parking bays at the council buildings
- public toilets
- accessibility to the main council building

## **REGENERATION**

With regards to the town centre regeneration, it was generally felt that the following areas need further consideration:

- seating areas in the precinct
- provision of accessible and clean disabled toilets
- state of pavements and kerbs around the district
- street lighting

## **LEISURE FACILITIES**, including Parks and Open Spaces

There was general agreement that accessibility of leisure provision varies across the district. These included:

- more information and provision of leisure facilities – this includes the provision of continuous coaching support
- specialised activities are needed to get disabled people active
- accessibility and condition of changing facilities
- a wider choice of times and activities
- temperature of leisure facilities
- provision of transport
- accessibility and provision of parks was limited
- general access to parks and siting of disabled parking bays was considered poor
- cleanliness of parks

## **EMPLOYMENT**

Employment for disabled people remains a key priority. The following comments were noted by current disabled employees and the focus groups:

- increased training opportunities for disabled people and work placement
- work experience opportunities within the council would be greatly beneficial.
- It was also noted that mentoring for disabled people in this area would be very valuable

## **Our commitment to action**

The following section outlines what we are planning to do over the next three years as an employer, service provider and community leader to improve access to services for disabled people, promote positive attitudes towards disabled people and encourage participation of disabled people in public life. We will review our progress every year and revise our objectives through ongoing engagement with disabled people.

This action plan is about ensuring equality of service is part of North West Leicestershire day-to-day activities and in this way it meets and continues to meet the requirements of the Duty. The council, also recognises that being a key partner and member of the Partnership for Improving North West Leicestershire (LSP) it can work with its partners to promote disability equality across public sector services and the community.

### **How will we deliver our commitment?**

We have committed ourselves to achieving Level 5 of the Equality Standard for Local Government by March 2010. This is a nationally - recognised framework which we will use to measure our progress in achieving equality and diversity on behalf of our community and workforce.

Our on-going commitment to Disability Equality is to make sure that our existing services meet the varied and individual needs of people living and working in the district. We will endeavor to make sure that our employment practices (including recruiting, retention of staff, training, developing, appraising, promoting staff, and retirement) are accessible to everyone and that we will actively value and celebrate the wide variety of lifestyles and cultures within our district.

We will put in place a range of actions in our Disability Equalities Action Plan. These are aimed at tackling and reducing prejudice, harassment and celebrating diversity within our workforce by:

- developing a workforce which reflects at all levels, the community we serve;
- making sure that all employees and Councilors' know the effects of this policy and provide appropriate training;
- making sure that all employees (and members of our communities) know about their rights of protection from discrimination, harassment or bullying;

- developing and promoting policies which give everyone equal access to employment and related opportunities;
- setting performance targets so that we can measure our progress.

Through feedback from “Listening Week”, from members of our community, service users and employees, each year we will monitor, review and evaluate the effectiveness of our employment and service-delivery policies and our Disability Equalities Action Plan. If our monitoring reveals any gaps in our policies, we will take action to deal with this.

### **Assessing and consulting on proposed policies**

We are constantly looking for ways to improve the delivery of services to local people. Sometimes the changes we wish to introduce may affect how people use that service or may disproportionately impact upon different groups in the community. That is why we plan to undertake Equalities Impact Assessments of our policies and functions and consult carefully to ensure that we have a full understanding of the issues before implementing this change.

The timetable for Equalities Impact Assessments across the council’s services is included in the Councils Equalities Impact Assessment toolkit ([insert hyperlink to Councils Equalities Impact Assessment toolkit](#))

### **Data gathering**

Currently, North West Leicestershire only monitors the profile of its staff by gender, race, disability and age, annually. The results of this employment profile monitoring are currently set out in our Best Value Performance Plan which is adopted and published during June each year. The profile also provides year on year comparisons.

As an employer, we have identified that 3.16% of our employees during 2005 to 2006, met the Disability Discrimination Act definitions. This is compared to 3.74% of disabled employees during 2004 to 2005.

In order to address the requirements of the Duty, each of the Services will undertake an assessment as to whether or not the data it collects with regard to disabled people is sufficient under the requirements of the Duty. Where this is not the case, actions have

been put in place to address this. This will not just a data collection exercise, the data will be used to inform the ongoing planning of services for disabled people.

### **Accounting for performance and service quality**

The Council is accountable to the community for the quality of the services provided and the outcomes achieved. As a Council we will therefore endeavor to ensure that appropriate high service standards are set and that quality assurance and quality control systems are implemented.

The Council's Strong Inclusive Communities Corporate Action Team (Stronger CAT) plays a key role in implementing and driving all equality and diversity work across the Council. The membership of the Stronger CAT is drawn up from all the service areas of the Council. These Stronger CAT members act as the Equality and Diversity Leads for their service area.

Membership of the Stronger CAT include:

- Stronger CAT Sponsor - Chief Executive
- Project manager – Social Inclusion Manager
- Head of Policy and Performance
- Head of Neighbourhoods and Communities
- Policy and Performance Officer
- Commercial Services Manager
- Performance and Business Support Manager - Housing
- Senior Human Resources Advisor
- Neighbourhoods Programme Manager
- Business Development Manager – Leisure and Culture

### **Publishing the results**

We recognise the importance of not only communicating our clear commitment to disability equality and diversity but also the importance of keeping local people regularly informed of the progress being made and the outcomes being achieved. This includes opportunities for local people to take part in this work and help contribute to the improvements that the Council is seeking.

To ensure that local people are kept informed, we will:

- Share results with designated consultation groups
- Report publicly to the Opportunity for People with Disabilities Group every three months on progress with implementation of our Disability Equality Scheme

- Report publicly to the relevant Scrutiny Panel every six months on progress with implementation of our Disability Equality Scheme
- Publish information on our progress in local newspapers, and through “Vision” our council newsletter which is distributed to every household in the district.
- We will also publish information in our staff magazine, “Inner Vision” which goes to every member of staff.
- Produce a report of our progress against the Disability Equality themes which are contained within the Disability Equalities Action Plan and make this available on the council website and in all council owned buildings
- Publish information on the Council website about the Council’s work to progress its overall equalities agenda
- Ensure our reception centres are able to provide leaflets on Council services and information on new initiatives in formats of choice upon request

## Disability Equality Action Plan

<b>Theme 1: Making sure the Disability Equality Policy is put into practice</b>				
<b>Objective</b>	<b>Responsible Officer</b>	<b>Action</b>	<b>Outcome/PI</b>	<b>Timescale</b>
To implement the Disability Equality Scheme	Policy and Performance Officer with Stronger CAT members	Prepare action plan(s) to review functions, policies and procedures, and all other elements of the Scheme  Completion of action plan(s)	Increased awareness of disability equality across the Council	April 2007 onwards
To provide assistance in the implementation of the Scheme at a corporate and service level	Strong CAT members	Guidelines and advice to be developed and disseminated through the Strong CAT	Increased awareness of disability equality and the implementation of the Disability Equality Scheme	April 2007 and ongoing
Raise the standard of disability equality across the Council	Policy and Performance Officer with Stronger CAT members	Strong CAT and Opportunities for People with Disability Group to scrutinise our disability equality work  The Scheme will be reviewed every 3 years	More effective and responsive disability equality policies and schemes across the Council  Revised Scheme with continued updates to the Scheme	Annual assessment & monitoring by Opportunities for People with Disability Group, & Policy and Review Board  Annual assessment with full review in 2009, with setting of annual improvement targets

## Theme 2: The Council as an employer and service provider

Objective	Responsible Officer	Action	Outcome/PI	Timescale
Ensure disabled staff are fully engaged and their views and experiences considered when developing personnel policies and strategies.	Policy & Performance Officer with Senior HR advisor	To establish the NWLeics Staff Disability Focus Group and arrange a schedule of periodic meetings	Increased awareness of disability equality across the Council	November 2006 onwards
Improve our communication with the workforce to more fully understand the needs of disabled employees	Head of Communications, HR Manager with Policy & Performance Officer	Use the feedback from the NWLeics staff survey to respond and be sensitive to particular needs identified by disabled employees	Actions from NWLeics staff survey identified and undertaken	January 2007
Increase awareness of staff and elected members	HR Manager with Policy & Performance Officer	Develop and deliver training as part of the induction process	Equality and Diversity session included within each induction session	As per HR induction timetable from April 2007
Promoting positive attitudes towards disabled people	Policy & Performance Officer with NWLeics Staff Disability Focus Group	Co-ordinate & deliver "Disability awareness day"  To engage with appropriate Partners (Voluntary & Statutory) to deliver specific awareness sessions	1 day awareness session held  Specific awareness sessions delivered as per availability of Partners	August 2007  August 2007 and onwards

## Theme 2: The Council as an employer and service provider

Objective	Responsible Officer	Action	Outcome/PI	Timescale
Demonstrate that the Council continues to be a fair and equal employer	HR Manager	Systematically review data on equalities already captured to identify gaps and weaknesses and create a programme for action for disabled employees  Investigate and take action, as appropriate on any adverse impact in such areas as absence, reorganisations/redeployment, disciplinary and capability identified through monitoring	Action plan in place	May 2007 and then annually
Build capacity in the workforce in order that all staff have the opportunity to realise their potential and apply for senior management positions	HR Manager	Ensure that managers encourage and support their disabled staff to consider management and leadership development training through the PADS process	Take-up of training by disabled staff monitored to assess success	April 2007 and onwards
Maintain 'two ticks' status for the council	HR Manager	Work in partnership with the Disability Employment Advisors (DEAs) to help support disabled employees	"Two ticks" retained by council	Annual report submitted to Disability Employment Advisors

<b>Theme 3: Access</b>				
<b>Objective</b>	<b>Responsible Officer</b>	<b>Action</b>	<b>Outcome/PI</b>	<b>Timescale</b>
Ensure the Council continues to meet the requirements of the DDA (document M) and Disability Equality Duty	Senior Property Officer	Review and consolidate previously undertaken DDA audits of Council offices & conduct where required further assessment of DDA compliance	Assessment completed and reported to Corporate Leadership team  Detailed action plan developed to deliver improvements	January 2007 onwards
Proactively communicate with people to ensure that they receive information in a way that meets their personal needs	Policy & Performance Officer with Head of Communication	Communicate across the Council the use of Language Line Services & the right to have an interpreter  Implementation of Corporate Accessible Communication Strategy - developed as part of service planning 2007/08	Frontline staff trained in use of Language Line & aware of accessing interpreters  Staff aware of the importance of adhering to the guidance contained within the Corporate Communication Strategy	February 2007 and onwards
Implement and improve the Customer Service Centre – enabling more queries being resolved at first point of contact	Customer Services Manager	Availability of customer service centre communicated through out the district  All customer service staff trained	Increase in the number of customers contacting the council  Number of staff trained  Improved customer satisfaction rates	May 2007 and onwards

### Theme 3: Access

Objective	Responsible Officer	Action	Outcome/PI	Timescale
To maintain & develop accessibility, usage & a range of services in Leisure Centres & community facilities	Leisure Facilities Manager	<p>Install new fitness suite ramp at CDCC</p> <p>Develop a marketing Improvement plan for MLC, ICC, CDCC &amp; OCLC</p> <p>Review all publicity materials to ensure accessibility</p>	More effective operating facilities with increased usage, services & customer satisfaction	April 2007 to March 2008
Maintain & develop the Leisure Link scheme	Leisure Facilities Manager	<p>Promote the addition of carers into scheme</p> <p>Promote scheme to all target groups including children with special needs</p> <p>Promote the scheme in all targeted Neighbourhoods</p>	Improved personal, social development & enjoyment of culture & recreation	April 2007 to March 2008
Maintain & develop the targeted health improvement initiatives of GP referral, HEAL & Body 4 Life	Sport & Physical Activity Manager	Investigate with a view to & launch a pilot referral scheme for Mental Health patients to Arts activity sessions	<p>Participants integrating physical activity into their normal lifestyle.</p> <p>Increased links between GP referrals &amp; healthy eating, walking &amp; cycling activity</p>	April 2007 to March 2008

<b>Theme 3: Access</b>				
<b>Objective</b>	<b>Responsible Officer</b>	<b>Action</b>	<b>Outcome/PI</b>	<b>Timescale</b>
To maintain & develop accessibility, to housing services.	Performance & Business Support Service Manager	Review all publicity materials to ensure accessibility  Review access to Housing Reception at the Council Offices	More effective operating facilities with increased usage, services & customer satisfaction	March 2007- April 2008
Proactively communicate with customers to ensure that they receive information in a way that meets their personal needs	Performance & Business Support Service Manager	Train all staff in the use of Language Line Services & the right to have an interpreter.  Ensure all housing staff receive disability awareness training	Frontline staff trained in use of Language Line & aware of accessing interpreters	February 2007 and onwards
Increase the number of take up of disabled people claiming benefits	Head of Benefits & Revenues	Continue to use I.C.T. & other appropriate methods & media to highlight residents, especially disabled residents, not claiming their entitlement to benefits	Increase in the number of take-up	April 2007 and ongoing

<b>Theme 4: Regeneration</b>				
<b>Objective</b>	<b>Responsible Officer</b>	<b>Action</b>	<b>Outcome/PI</b>	<b>Timescale</b>
Improve accessibility of Coalville Town Centre	Town Centre Manager	Explore and form with relevant partners e.g Handstand, Shopmobility the Coalville Town Centre Accessibility Group	Formation of Coalville Town Centre Accessibility Group	May 2007
Engage in the Business Planning Day	Town Centre Manager	Undertake access audit of the town centre with Town Centre Accessibility Group  To undertake a comprehensive review of actions required in the Coalville Town Centre area  Link into Handstand and Shopmobility activities	Action plan developed	
Assist and co-ordinate transport providers and funding organisation	Regeneration Officers	Liaise with Leicestershire County Council to insure provision of suitable transport across the district	Subject to discussion with Leicestershire County Council	Ongoing
Explore the nationwide access register and setting up of RADAR and Employers Forum on Disability	Regeneration Officers	Organise and invite Direct Enquiries to NWLeics to discuss range of services offered	Roll out of NWLeic Access Register throughout district	May 2007
Improve facilities for disabled persons in Ashby de la Zouch	Regeneration Officers	Investigate the possibility of establishing a Shopmobility scheme in the town centre	An evidence base to progress the scheme or not	July 2007

<b>Theme 5: Engagement</b>				
<b>Objective</b>	<b>Responsible Officer</b>	<b>Action</b>	<b>Outcome/PI</b>	<b>Timescale</b>
Encourage active participation of disabled people & groups in the formation of the scheme & to act as the scrutiny body	Policy & Performance Officer with Scrutiny Officer	Community Consultation event held involving disabled people and groups  Consultation and Scrutiny of the Disability Equality Scheme undertaken through the Opportunities for People with Disabilities Group	Disabled people and groups are involved in the Community Consultation event  More effective and responsive disability equality policies and schemes across the Council	November 2006  Annual assessment & quarterly monitoring by Opportunities for People with Disability Group
Identify Children and Young People groups including Hard to Reach groups - participation and involvement in public life	Children's Services Co-ordinator	Establish links with groups & identify appropriate ways to engage young people in the youth forum and development of council services	Disabled young people are represented and able to fully participate in the youth forum and council	April 2007 to March 2011
Proactively communicate both the availability and range of services available for disabled people, in formats that meet their needs	Policy & Performance with Heads of Service as appropriate	Regularly review information provision , ensuring that necessary information is available to disabled people and in formats they are able to access	Assessed through feedback from Opportunities for Disabled Peoples Group & customer feedback	April 2007 and onwards

# **APPENDIX 1**

## **LIST OF CONSULTEES**

**Adult Learning Disabilities Team - Coalville**  
**Age Concern North West Leicestershire**  
**Arthritis Care Ashby**  
**Ashby & District Stroke Club**  
**Buffet Car – Springboard Centre, Coalville**  
**Christ Church Group- Coalville**  
**CLASP the Carers - Leicester**  
**Ibstock Community Enterprises Ltd**  
**Leicester Centre for Integrated Living**  
**Leicestershire Disabled Miners Group**  
**Mosaic, Leicester**  
**National Coal Board South Midlands Area Retired Staff Association**  
**North West Leicestershire Council for Voluntary Services**  
**North West Leicestershire District Council – employee focus group**  
**North West Leicestershire Mental Health Action Group**  
**North West Leicestershire Shopmobility**  
**North West Leicestershire Standing Committee for Disabled People (Handstand)**  
**Opportunities for People with a Disability Group – North West Leicestershire**  
**Residents of North West Leicestershire**



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