



Disability Equality Scheme 2010-13 Annual Report 2011

Orkney Islands Council's Disability Equality Scheme for 2010-13 was adopted on 2 March 2010. The Disability Equality Scheme set out our plans for helping to make equality more of a reality for disabled people living in Orkney. It was shaped by the views of local disabled people, together with the requirements of the general and specific duties of the Disability Discrimination Act 2005. The Scheme describes the principles and outcomes that we will seek to achieve across every service that we deliver.

This Annual Report reports on progress against the action plan in the original Scheme, up to February 2011.

1 March 2011

All our written information can be made available, on request, in a range of different formats and languages. This document is mostly in Arial font size 12 to make it easier for those with any kind of visual difficulty to read. Printing on off white or pastel coloured paper will also help. If you would like this document in any other language or format, please contact Anna Whelan at the Council on 01856 873535 or email anna.whelan@orkney.gov.uk.

DISABILITY EQUALITY SCHEME 2010-13: ANNUAL REPORT 2011

IMPROVEMENTS FOR EMPLOYEES

	Action	Progress to February 2011
1	Establish a framework for delivery of equality and diversity training.	A plan has been developed for learning and development in equality and diversity. This was approved by the Corporate Management Team on 29 September 2010
2	Provide equalities awareness training to all staff.	A training module has been developed and will be piloted in Corporate Services early in 2011.
3	Conduct staff survey to gather information on equality issues including disability.	A survey was distributed by Personnel in October 2010 and a high response rate of 57% was achieved.
4	Develop suite of equality indicators to include staff Disability and Equality Awareness Training.	To be incorporated into the Council's statutory equality outcomes in accordance with its specific duties under the Equality Act 2010, and published by 6 April 2012.
5	Monitor and report on suite of equalities indicators to include staff disability and equality awareness training	To be incorporated into the Council's statutory reporting schedule in accordance with its specific duties under the Equality Act 2010, and published by 6 April 2014.

IMPROVEMENTS FOR SERVICE USERS

	Action	Progress
6	Establish and maintain continuing stakeholder involvement group for disability equality.	This is being progressed through the Orkney Equality Forum. The group met in March 2010 to follow up issues raised in the consultation for the Disability Equality Scheme.
7	Conduct Equality Impact Assessment (including Disability Equality) of all new policy during the consultation phase of development.	An updated template and guidance for officers was issued in August 2010. EqlAs accompany all policy proposals and reports to Service Committees.
8	Ensure that all existing policy has been impact assessed.	Completed.
9	Incorporate relevant actions arising from	Ongoing. Services are currently

	joint consultation into Service Improvement Plans.	preparing their service plans for 2011-14 which will include relevant actions.
10	Complete Phase 1 of <i>How good is our Council?</i> Self evaluation to include Quality Indicator 5.3 inclusion, Equality and Fairness.	Completed. All Services included this quality indicator in their initial package of self-evaluations for the pilot phase of <i>How Good is our Council?</i>

PROMOTION OF DISABILITY EQUALITY IN THE COMMUNITY

	Action	Progress
11	Prepare community engagement strategy for adoption by Orkney Community Planning Partnership.	Completed and adopted by OCPP at the meeting of the Steering Group held on 17 February 2010.
12	Arrange training for Community Planning Partners in Community Engagement Best Practice, including hard to reach groups.	Completed 2010. All OCPP partners and OIC officers were offered the opportunity to participate in the training, and a total of 75 attended a series of workshops held in June/July and September 2010. In addition a workshop was prepared for OIC elected members in January 2011, which was attended by 12 Members.
13	Sign the "See Me..." Pledge to promote awareness of mental health.	Nine local organisations signed the See me... pledge at a joint ceremony on 21 June 2010. They were: Advocacy Orkney Argo's Bakery Ltd Job Centre Plus Kirkwall NHS Orkney Orkney Blide Trust Orkney Housing Association Ltd Orkney Islands Council Orkney Minds The Pickaquoy Centre Trust The action plan agreed for OIC is now being implemented.
14	Manage Orkney Equality Forum and support Community Planning initiatives relating to disability.	Ongoing. Support for Orkney Equality Forum is provided by the Council's Corporate and Community Strategy service.
15	Review progress against the Disability Equality Scheme and publish annual report.	Ongoing. The current report is the first annual report on the present Scheme.

16	Prepare and publish a new Single Equality Scheme (or similar) in response to new specific duties under the Equality Act 2010.	This will be progressed from April 2011 following confirmation of the specific duties to apply to Scottish public bodies.
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