



# Disability Equality Annual Report

**December 2009**



## **Introduction**

This is the third year of our Disability Equality Scheme and its associated annual report. From next year the County Council's Single Equality Scheme will cover the Race, Disability and Gender Equality Duties and will extend to include Age, Religion or Belief and Sexual Orientation.

## **Background Information**

East Sussex County published its first Disability Equality Scheme in December 2006. This set out our commitment to disability equality and the actions we proposed taking over the three years of the scheme 2006 to 2009. This annual report details the progress we have made in the third year of the scheme and highlights our key areas of work going forward.

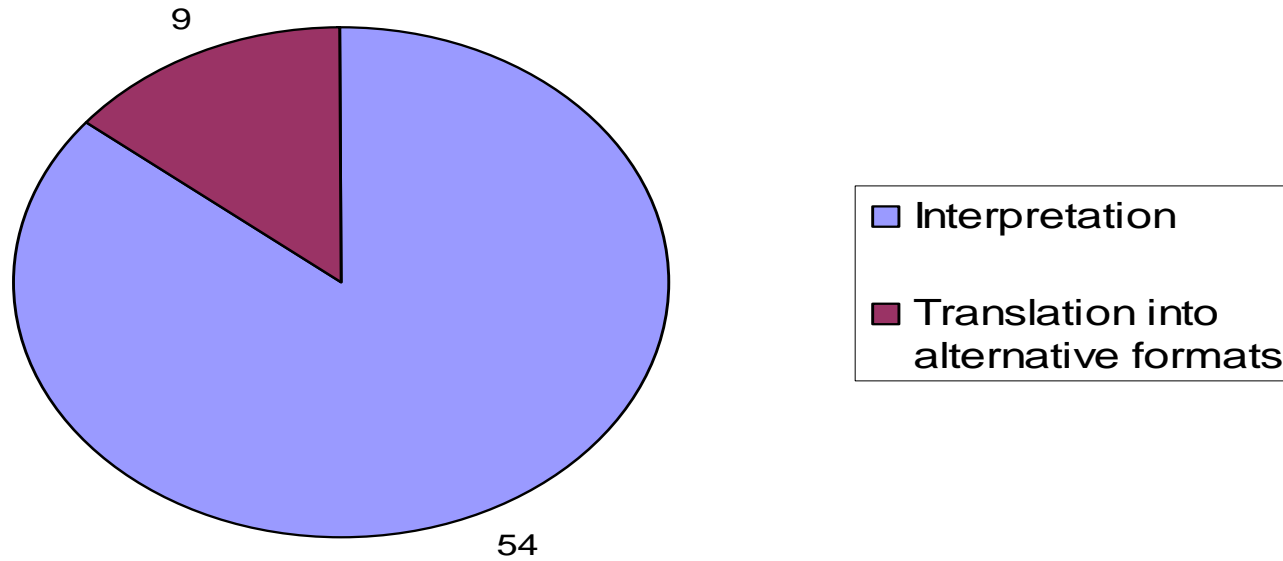
<b>Priorities</b>	<b>Progress 08/09</b>
<p>The Council is successful in attracting, recruiting, retaining and developing disabled people and the confidence of employees in reporting disabilities is increased.</p>	<p><b>Chief Executive's</b>  Process to record workplace adjustments for all staff has been introduced. The database will also enable us to monitor the cost of adjustments and the funding received from "Access to Work".</p> <p>The Return to Work Programme in partnership with JobCentre Plus and voluntary sector organisations for unemployed individuals from disadvantaged groups (including disabled, young offenders, homeless) with pre-employment training and a week of work experience at the Council. Ten were employed, including six by the Council at the end of the programme.</p> <p>Renewal of the "Positive about Disabled People" two ticks symbol was successfully achieved, demonstrating the Council's commitment to equality in employment for disabled people.</p>
<p>Improved systems and processes are established for communicating with disabled people.</p>	<p><b>Adult Social Care</b>  Equality and Diversity Standards are fully implemented. All staff and managers are working on applying this Standard to their own role. Exercises and guidance produced in conjunction with disabled people as consultants.</p> <p>Information is provided in appropriate formats and interpreters or other communication supporters available for public engagement activities and individual service users and carers as needed.</p> <p><b>Chief Executive's</b>  Junk the Jargon campaign launched encouraging visitors to its website – <a href="http://www.eastsussex.gov.uk">www.eastsussex.gov.uk</a> to report any gobbledygook or confusing information.</p> <p>Policy on translation and interpretation re-written and highlighted to all departments through Chief Officer's Management Team (COMT) Briefing.  New intranet page set up for translation and interpretation information.</p> <p><b>Children's Services</b>  Disability Register –a register of disabled children and young people feasibility study was completed.</p> <p>Children's Centres:  Accessible Information briefing Area Coordinators to ensure they are familiar with how to make literature more accessible.</p> <ul style="list-style-type: none"> <li>• 'What is a children's centre' leaflet produced using key principles of accessible information i.e. no jargon/difficult concepts, mostly pictorial.</li> <li>• Other leaflets and flyers overhauled to make more accessible.</li> </ul> <p>Begun developing 'Children's Centres in Pictures' a pictorial resource that will be suitable for communication children's centres offer with parents with learning disabilities/low literacy.</p> <p><b>Corporate Resources Department (CRD)</b>  CRD have facilitated effective communication with the public and service users through a Sussex-wide contract for translation and interpreting services.</p>
<b>Priorities</b>	<b>Progress 08/09</b>

<p>Disabled people, including children and young people are involved in service development.</p>	<p><b>Adult Social Care</b>  Social Care Direct staff has had a mystery shopping exercise with disabled people and recommendations of the exercise are being implemented.</p> <p>Improving Life Chances Strategy involvement organised by the Disabled Peoples' Participation Group (DPPG). Members of the DPPG have also taken part in focus groups on other policy and commissioning activity.</p> <p>Race Equality and Mental Health Team established (2008) to engage people with mental health issues from BME backgrounds in accessing and improving a range of mental health services in the community. Service user groups have been established.</p> <p>Putting People First programme: disabled people from diverse backgrounds have piloted personal budgets and self-assessment tools and pathway.</p> <p><b>Children's Services</b>  Disabled people involved in consultation on 'Extended Services'.</p> <p>Children's Centres;  Parents of disabled 0-5s involved in service development across county, through evaluation, parent forums and parent led groups in Eastbourne and phase 3 consultation.</p> <p>Initial attempt to set up a pilot disabled parent's forum in Eastbourne i.e. newsletter article asking parents with additional needs to come forward and get involved with service development in Eastbourne. Scoping exercise of local disability support organisations showed none.</p>												
<p>Equality Impact Assessments (EqIAs) are undertaken on new Council initiatives.</p>	<p><b>Chief Executive's</b>  Review of equality impact assessment form and toolkits taken place and new forms and toolkit developed. Prioritised list of EqIAs to be monitored through Performance Assistant Director Group.</p> <p><b>Children's Services</b>  Training given to managers and staff on Equality Impact Assessments (EqIAs). Website page updated, with guidance given to schools on carrying out EqIAs.</p> <p><b>EqIAs completed in this period:</b></p> <table data-bbox="488 1125 2107 1276"> <tr> <td data-bbox="488 1125 761 1157"><b>Adult Social Care</b></td> <td data-bbox="969 1163 1424 1197">Putting People First Programme</td> <td data-bbox="1637 1163 2107 1197">Improving Life Chances Strategy</td> </tr> <tr> <td data-bbox="488 1201 757 1235">Time of Our lives strategy</td> <td data-bbox="969 1201 1523 1235">Mental Health Commissioning Strategy</td> <td data-bbox="1637 1201 1917 1235">Complaints System</td> </tr> <tr> <td data-bbox="488 1240 958 1273">Supporting People</td> <td data-bbox="969 1240 1574 1273">Day opportunities Commissioning Strategy</td> <td data-bbox="1637 1240 1877 1273">Direct Payments</td> </tr> <tr> <td data-bbox="488 1273 958 1307">Review of Safeguarding Practice</td> <td></td> <td></td> </tr> </table> <p><b>Children's Service's</b>                      Phase 3 Children's Centres</p>	<b>Adult Social Care</b>	Putting People First Programme	Improving Life Chances Strategy	Time of Our lives strategy	Mental Health Commissioning Strategy	Complaints System	Supporting People	Day opportunities Commissioning Strategy	Direct Payments	Review of Safeguarding Practice		
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<p>Due regard is given to disability equality where services and other Council functions are contracted.</p>	<p><b>Children's Services</b>  From 'Aiming High 09/10': new contracts are explicit in the need to involve disabled people in service design and delivery.  All services must complete a service specification which asks how service will seek to meet the needs of disabled people</p> <p><b>Corporate Resources Department</b>  Continued to develop our clear framework ensuring that equality and diversity issues are mainstreamed into our procurement practice.</p>								
<p>Disability harassment is addressed.</p>	<p><b>Adult Social Care</b>  Safeguarding procedures and systems have been reviewed in 2008. Plans in place to collect and monitor data about discriminatory abuse including disability harassment.</p> <p><b>Chief Executive's</b>  A poster campaign on reporting harassment was implemented across East Sussex County Council (ESCC) offices and sites. We also Awareness raising materials are placed on ESCC plasma screens.  <a href="http://intranet.escc.gov.uk/hateincidents">http://intranet.escc.gov.uk/hateincidents</a></p> <p>Two events have been held to develop mechanism for raising awareness and reporting for Learning Disabilities. The Safer Communities Team provided input into the event through participation on the planning group. The working group members included Victim Support, Framework for Change, Sussex Police, Adult Social Care (ASC) Learning Disability (LD) Service User Involvement worker, ASC LD Service Users, ASC LD People Matter Team, ASC Safe Guarding Vulnerable Adults (SVA) Coordinator).</p>								
<p>Consistent monitoring data is collected on employment, service delivery and involvement of disabled people according to Equality and Human Rights Commission guidelines.</p>	<p><b>Chief Executive's</b>  Corporate consultation documentation ('About you') now includes collection of impairment type.</p> <p><b>Strategic Workforce Performance Indicators, Targets and Benchmarking</b></p> <table border="1" data-bbox="600 1094 2029 1198"> <thead> <tr> <th>Workforce Indicator</th> <th>2008/09 OUTTURN</th> <th>2009/10 TARGETS</th> <th>Top Quartile % Results (All County Councils 2007/08)</th> </tr> </thead> <tbody> <tr> <td>Disabled employees in the workforce</td> <td>3.38%</td> <td>3.0-3.5%</td> <td>2.28%</td> </tr> </tbody> </table>	Workforce Indicator	2008/09 OUTTURN	2009/10 TARGETS	Top Quartile % Results (All County Councils 2007/08)	Disabled employees in the workforce	3.38%	3.0-3.5%	2.28%
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<p>Disability equality initiatives in service delivery are integrated into departmental and council business planning.</p>	<p><b>Adult Social Care</b> Plans for Putting People First (PPF) include collection of data by impairment type. (2010)</p> <p><b>Chief Executive's</b> Corporate consultation documentation ('About you') now includes collection of impairment type.</p> <p><b>Children's Services</b> Disability equality is integrated into Children's Services Equality Strategy, which is monitored.</p> <p><b>Corporate Resources Department</b> Continued to support a highly successful benefits take up project with Age Concern.</p>
<p>The Council is successful in promoting the participation of disabled people in public life.</p>	<p><b>Corporate Resources Department</b> Continued to maintain a strong focus on promoting (and through the capital programme investing in) accessibility of our public buildings.</p> <p><b>Disabled Person's Participation Group</b> Disabled Peoples' Participation Group (DPPG) is established (March 2008) in partnership with Children's Services and Primary Care Trusts. Members of the DPPG have organised a launch event which clarified what kind of involvement activities members could take part in; what could constitute barriers to participation for people with different types of impairments; and recommendations for good practice for partners to prevent barriers.</p> <p>Four Participation Training Courses have run for DPPG members who are now involved in the DPPG Steering Group; partnership boards; the Department of Health User-led Organisations Demonstrator Site Project Board and ASC Inclusion Advisory Group, which feedbacks on equality impact assessments (EqIAs).</p> <p>Disabled people from diverse backgrounds are involved with Putting People First (PPF) Programme developments e.g. developing advocacy services. East Sussex Disability Association is one of the pilot sites for advocacy services (2009-10). Involvement Matters Team of learning disabled people informs service developments and is involved on the Learning Disability Partnership Board. Members have also contributed to the development of Putting People First programme.</p>

Translation and Interpretation Requests December 2008-  
December 2009



\*Interpretation requests are mostly requested for home visits and meetings

\*\*Translation requests are mostly for sets of leaflets or questionnaires etc.

## Further Achievements

### Fun in the forest

Across the county, we have a number of day support services for adults with learning disabilities. Staff in each team support people by developing individual programmes of outcome focussed activities, based on that person's needs, wishes and aspirations.

Gary Barton is Senior Care Officer at one of these services, at Southview Close near Crowborough: "It's all about helping people become as independent as they can within the community. For example, three years ago, one of our staff, Gerry Netley, set up a project with the Ashdown Forest Rangers, organising volunteer working with some of Southview's service users. Since then they have fixed roads, dug ditches, kept the rhododendrons at bay and helped to maintain the forest's natural beauty.

"The volunteers help throughout the year doing seasonal tasks and only torrential rain can keep them away (although they would probably still work if they got the chance). Everyone involved enjoys the work, describing it as "the best day of the week". Each volunteer really gets stuck in and knows that the work they do makes a real difference."

The project has been a huge success with both the service users and forest rangers.

Ashdown Forest Ranger Mike Yates said: "The volunteers do an incredibly professional job - and we're more than happy to have the help! We run 'thank you' BBQs for them twice a year, to make sure they know how much we appreciate their work."

"Whilst the project with the Forest Rangers is only run at Southview Close, it's typical of the kind of community vocational projects we organise," explained Gary.

There are six day support services – in Lewes, Eastbourne, Hailsham, Bexhill and Hastings as well as here at Crowborough.

Day support services provide:

- Vocational opportunities
- Independence skill development
- Social, recreational and social inclusion support
- Specialist support services for people with physical complex needs and people with autism and/or behavioural needs

The community vocational projects provide work training and work experience opportunities for people with a learning disability with a view to moving people on into paid employment wherever possible.

## **Respite Care – The Bungalow - Eastbourne**

'The Bungalow' has sought the views of the disabled children and young people who use the facility on a range of different issues.

During one consultation exercise, the views of the young people were sought about the service in general. Changes to practice which occurred as a result included:

- A film was made showing arrival at the Bungalow and providing the young people with important information about the Bungalow as part of a young person's welcome pack.
- A photograph board was placed in the entrance of the Bungalow is used to help the young people recognise the staff who are working with them and the other young people who are staying in the Bungalow. It also shows which bedroom they will be sleeping in.
- The format of young people's Care Plans was adapted to ensure that they contain as detailed information as possible to inform how their needs should be met.
- Flexible plans of school holiday activities linked to the developmental needs of the young people are produced
- The selection of videos we have for young people to watch has been improved.

## Next Steps

### Chief Executive's

Single Equality Scheme to replace Disability Equality Scheme – all actions from DES will form part of the SES action plan.

### Children's Services

Disabled People's Participation Group	Reviews	Children's Centres:	Aiming High for Disabled Children	Recruitment
<p>Training for DPPG members; coopting members of DPPG onto the decision-making Steering Group</p> <p>Also: Children and young people forums to be developed with organisations working with disabled children and young people</p>	<p>During a project which took place to assist disabled young people to play a more meaningful role in their service reviews, we examined the barriers to inclusion and established ways of making sure that disabled young people are a more realistic part of their service reviews. We established that participation could be improved by:</p> <ul style="list-style-type: none"> <li>• Sending invitations which young people can understand, for example 'talking cards'</li> <li>• Developing a 'review pack' containing resources which the young people can use to communicate</li> <li>• Changing the structure of the meeting so young people are only expected to attend the parts they can realistically contribute to.</li> </ul>	<p>Ensure all Children's Centres leaflets are accessible.</p> <p>Children's Centres in Pictures is produced and made use of.</p> <p>Look to doing a piece of work with Disabled People's Participation Group around engaging with disabled parents.</p>	<p>Providers training on equality to be delivered in January 2010</p> <p>Developing short breaks for disabled children</p> <ul style="list-style-type: none"> <li>• Website and brochure being developed for parents and carers</li> <li>• Short breaks expanded</li> <li>• New short breaks services implemented across county</li> </ul>	<p>Appointment of Participation Worker (Disabled children and young people)</p>

## **Disability Harassment**

Safer Communities Team, Victim Support and Adult Social Care Learning Disabilities (LD) Team are currently reviewing Learning Disability Team 'What Happened' forms to make it easier for LD victims of hate crime to report.

## **Data Collection**

Resident's Panel to be asked to provide data on impairment type February 2010.

## **Employment**

Waiting for information

## **Engagement with Relevant Groups**

We will further develop our engagement with equality groups and try to broaden the range of groups we are consulting and involving in the development of our policies, projects etc. As well as broadening the range of groups according to their specific equality interest, it is important for us as a geographical dispersed organisation to ensure that we engage with groups from all areas of East Sussex. In the future we will also consider any particular issues there may be for people with disabilities (and other equality strands) who live in rural areas.

## **Equality Impact Assessment Toolkit**

We continue to refine our toolkit and implement it in the organisation. Initially we are targeting the functions that we consider a high priority, however implementation will continue until it is used in all areas of the organisation. In the year ahead we will also consider the systems we use to monitoring progress and to ensure that real change is being achieved.

## **Research & Gathering Information**

Next year we will undertake further work to collate and assess relevant research & information that can assist in the EqIA process. We will also identify gaps in research and conduct further evidence gathering as necessary. We will use this information to inform future equality schemes and action plans.

## **General**

Over the next year we hope to achieve a clearer relationship between the evidence gathered, the actions recorded in our action plans and how this fits with our corporate priorities. We also hope to work more closely with other public sector organisations to share good practice, share research and information and share resources where practical.

## **Conclusion**

Over the past year we have focused a considerable amount of effort on developing the systems to allow us to meet the requirements of the public sector duties and raising awareness amongst our staff. As we embed the EqIA toolkit across the organisation and staff become more aware of the impact that their function has on people with disabilities we hope to be able to report on more initiatives that have a positive impact.