

Subject:
Disability Equality Scheme

Status: For Publication

Report to:
Cabinet

Date:
24 January 2007

Report of:
Head of Human Resources

Portfolio Holder:
Human Resources & Member Development

Key Decision:

Forward Plan: Yes

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to agree the Disability Equality Scheme and agree to delegate to the Chief Executive and Head of Human Resources any amendments in consultation with the Portfolio Holder for Human Resources and Member Development.

2. CORPORATE PRIORITIES

- 2.1 The matters discussed in this report are linked to and support all of the corporate priorities:

3. RISK ASSESSMENT IMPLICATIONS

- 3.1 The implementation of the Disability Equality Scheme is a legal requirement of the DDA 2005 (s.49A).

4. BACKGROUND AND OPTIONS

- 4.1 The Disability Equality Duty was introduced in the Disability Discrimination Act (DDA) 2005 (s.49A). There is a general duty "to promote disability equality", which applies to all public authorities. Therefore as a requirement of the general duty Rossendale Borough Council must have due regard to doing the following :
- Promote equality of opportunity between disabled persons and other persons
 - Eliminate discrimination that is unlawful under the Act
 - Eliminate harassment of disabled persons that is related to their disabilities
 - Promote positive attitudes towards disabled persons in public life
 - Take steps to take account of disabled persons disabilities even where that involves treating disabled persons more favorably than other persons.

- 4.2 The duty aims to put disability equality at the heart of policy making, service delivery, regulation, enforcement and employment pro active.
- 4.3 The Council has overall responsibility for the Disability Scheme. Elected members, managers, employees and partner agencies all have a role to play in helping the Council to meet its duty to promote equality for disabled people.
- 4.4 The Scheme details how the Council will meet the requirements of the Disability Equality Duty and a three year action plan will be developed to identify actions which will be taken to promote equality.

5. COMMENTS OF THE HEAD OF FINANCIAL SERVICES

- 5.1 The cost of the Scheme is self financing. However, activities identified within the action plan may incur cost and these will be reported to Cabinet as required.

6. COMMENTS OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES

- 6.1 The implementation of the Scheme will meet some of the Council’s legal requirements in relation to the Disability Discrimination Act.

7. COMMENTS OF THE HEAD OF HUMAN RESOURCES

- 7.1 The Scheme is produced and monitored by the Human Resources Team.

8. CONCLUSION

- 8.1 The Disability Equality Scheme is one of a cluster of policy documents which support the delivery of the Equalities Strategy.

9. RECOMMENDATION

- 9.1 The purpose of the report is to agree the Disability Equality Scheme and agree to delegate to the Chief Executive and Head of Human Resources any amendments in consultation with the Portfolio Holder for Human Resources and Member Development.

10. CONSULTATION CARRIED OUT

- 10.1 Management Team
- 10.2 Employees
- 10.3 Trade Unions
- 10.4 Equalities Consultation Group
- 10.5 Questionnaire on the web and community groups

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No background papers