

**Perth & Kinross Council  
Corporate Equalities Scheme 2006 - 2009  
Disability Year 2 Progress Report**

**2007 – 2008**

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## **Perth & Kinross Council**

1. The ultimate ambition of the Council is to achieve a significant, measurable improvement in the quality of life of every citizen of Perth and Kinross by delivering or facilitating excellent, customer focused services.

### **The Disability Equality Duty**

2. The Disability Discrimination Act (DDA) 1995 has been amended by the DDA 2005 to place a duty on all public sector authorities to promote disability equality. The legislation means all public bodies must be proactive in ensuring that disabled people are treated fairly. This new Disability Equality Duty (DED) is about promoting disability equality and embedding equality for all, including disabled people, into our culture in practical and demonstrable ways. This means including disabled people and disability equality in everything we do.
3. The duty has two elements – a general duty and a specific duty. The general duty requires all public authorities to have due regard to the need to:
  - 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; and
  - Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.
4. The specific duty requires the creation of a disability equality scheme and an action plan. The Accounts Commission is subject to both elements of the duty.
5. The duty is based on the 'social model' of disability which recognises that at present disabled people do not have the same opportunities or choices as non-disabled people. Nor do they enjoy equal respect or full inclusion in society on an equal basis. The poverty, disadvantage and social exclusion experienced by many disabled people is not the inevitable result of their impairments or medical conditions, but rather stems from attitudinal and environmental barriers.

## **“Disability in Scotland<sup>1</sup>**

On the surface, attitudes Scots express about disabled people are almost uniformly positive. Many do not believe that disabled people are treated fairly in society. Attitudinal barriers or the widely held negative stereotypes within society that are commonly attached to disability still exist. These are often the hardest barriers to overcome; however, changing attitudes can be very important to improving the lives of disabled people.

Disabled people do not fare as well as non-disabled people in their experience and outcomes from mainstream public services, such as healthcare, housing, education and social care. Research has concluded that progress has been made in Scotland in recent years through both legislation and policy and initiatives in raising employment levels, improving access to learning and increasing the accessibility of public transport. However, disabled people still face numerous barriers in realising equal opportunities; environmental and access barriers and legal and institutional barriers which can result in discrimination and social exclusion.

Many disabled people live in deprived communities, and will suffer disproportionate effects from both commercial markets and public service provision. They also have limited choices to improve their outcomes by moving to a better area or using their purchasing power to achieve better services. Equalising life chances should mean equalising access and outcomes for disabled people compared to the wider population. This would require unjustified inequalities being removed, and spreading the risks, for example of poverty and unemployment more evenly across the whole population.

Poverty is both a cause and consequence of disability and exclusion. There is a multi dimensional and dynamic nature to the types of poverty disabled people can face. They are more likely to be out of work and dependent on benefits, while at the same time often experience higher living costs than non-disabled people. They are less likely than others in society to be in a position to accumulate assets over their life course. Disabled people are also likely to suffer from poverty of ambition resulting from experiences, and likely to suffer from social or network poverty through physical or attitudinal barriers, or a lack of confidence that hinders their participation in community or societal activities.

While there is a general agreement that ‘things are getting better’ the challenges involved in tackling years of inequality are immense. Many of the defining features of an equal society are missing for disabled people. For example, choice, autonomy, opportunities to learn and to work, and appropriate social and economic support systems are more limited to disabled people than the wider population.

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<sup>1</sup> This section is directly taken from “Disability in Scotland 2005-2020: A State of the Nation Report”, Scottish Council Foundation, 2005.

Equal citizenship is unlikely to be achieved unless the rights and needs of disabled people are recognised and appropriate responses put in place. This does not mean simply treating disabled people the same as everyone else, but about providing appropriate and as personalised ways as possible to take account of their different needs, experiences and impairments, to ensure disabled people attain equal access and outcomes. Taking this type of approach would be an effective start to 'closing the opportunity gap' that exists within Scotland."

## **Perth & Kinross Council Staff Data**

The Council's Human Resource Strategy sets an agenda for enhancing employment opportunities for people who want to work, but who are finding difficulties accessing employment. The following supports the strategy:

### **Staff Profiles**

#### Existing Staff Profiles as at 31 March 2008

Total Staff	5920 (100%)
Female Employees	4220 (71.3%)
Male Employees	1700 (28.7%)
Number of staff who have advised they have a disability	37 (0.6%)

The level of staff that have advised and are recorded on the personnel system as having a disability is well below the estimates of 20-25% of the population who are estimated to have a disability.

This percentage may reflect reluctance on the part of some staff to identify themselves as having a disability and consideration has been given to continuing to create a culture where more people feel able to do this. This may also relate to the current definition of disability as some staff have advised that they do not consider themselves to have a disability which complies with the current definition.

The Council intends to contact all current employees early in 2009 explaining the purpose of collecting additional, more accurate data on disability. In an effort to encourage employees to disclose this personal information a newly designed form will be enclosed along with an appendix which gives a detailed explanation of the categories of disability that are covered by the Disability Discrimination Act.

#### Recruitment and Selection 1 April 2007 - 31 March 2008

<b>Applicants</b>	<b>Number</b>	<b>Percentage</b>
Total applicants	5267	(100%)
Number who advised they have a disability	110	(2.1%)
Total recruited	201	(100%)
Total recruited who advised they have a disability	5	(2.5%)

Note: all applicants who apply through the Guaranteed Job Interview Scheme (GJIS) are interviewed providing they meet the minimum job criteria.

The Council has recently conducted a comprehensive review of Recruitment and Selection involving key personnel from all Services and representatives from Job Centre Plus. This review has identified a number of initiatives which will improve the overall effectiveness of the Council's recruitment and selection process, including the introduction of simplified job application forms. These include the Local Employment Partnership with the JobCentre Plus and the Employability Strategy. It is expected that the initiatives will have a positive impact on recruitment and retention in general and also for people who have a disability.

Internal Promotions (12 month period ended 31 March 2008)

<b>Applicants</b>	<b>Number</b>	<b>Percentage</b>
Total Applicants	468	100%
Promotion Applicants (who advised they have a disability)	5	1.1%
Promotion Short-listed Candidates (who advised they have a disability)	2	1.0%
Promotion Candidates who accepted an offer (who advised they have a disability)	0	0%

The completion of the equal opportunities form is optional and some applicant only partially complete, ie disclose their gender, ethnicity or whether they have a disability. Information is also based on the individual's perception of whether the job would be a promotion. The review of Recruitment and Selection, referred to above, is also expected to have a positive impact on the internal promotion success rate for under represented groups, including people who have a disability.

Discipline, Grievance and Dignity at Work

<b>Procedure</b>	<b>Total Recorded</b>	<b>Total Cases</b>	<b>Percentage</b>
Discipline Procedure	56	1	0.0% <sup>1</sup>
Grievance Procedure	27	1	0.0% <sup>1</sup>
Dignity at Work Procedure	28	0	0%

<sup>1</sup> accurate to one decimal place

During 2007 the Council reviewed its Harassment at Work Procedure and introduced a new Dignity at Work Procedure. The procedure emphasises the positive behaviours that the Council expect all employees to demonstrate. The new procedure also ensures that employees are afforded the right of appeal if they remain dissatisfied following the outcome of a complaint.

## Exits

Of the 168 (100%) employees who left the Council in the reported period 1 (0.6%) has a disability. This is representative of the workforce profile.

## Training

Of the 4396 (100%) requests for internal and external training 28 (0.5%) were recorded for staff with disability. Of the 5272 training sessions recorded 26 employees (0.5%) of training session were recorded for staff with a disability. All employees have a formal opportunity to discuss training needs with their line manager at least once a year via the Council's Employee Review and Development Scheme which is mandatory for all employees.

e-Learning programmes designed to improve levels of understanding and awareness of the impact of different disabilities were provided. These programmes included the "Disability Confident" training module which was rolled out for all Council Staff (2,500) who are linked to the Council Learning Management System. CDs were provided for Schools and Community Learning Centres as these staff work on a separate computer network.

The programme modules contained information about legislation, scenarios covering a range of disabilities, examples of good practice for service delivery and employment situations, checklists and guidance notes. The training consists of three modules; Module 1 for completion by all staff, and in addition modules 2 for Supervisors and module 3 for managers and for those involved with recruitment and selection.

The Total Number of staff who successfully completed the on-line disability training during the financial year 1 April 2007 to 31 March 2008:

Module 1 - 410

Module 2 - 243

Module 3 - Employment - 202

Module 3 - Service - 241

In April 2008 the Council launched a new Equalities training module, called Equality and Diversity Essentials. The training consists of 3 modules, Modules 1 and 2 are for completion by all staff and Module 3 is for managers. The course covers all six strands of equalities including disability. The course has been rolled-out to all employees and completion of it is mandatory. It is also required to be completed by all new employees to the Council as part of the induction process.

To date the Total Number of staff who have successfully completed the on-line disability training is:

Module 1 - Equal Opportunities & Diversity Essentials - 879 Passes

Module 2 - Exploring Equal Opportunities and Diversity - 469 Passes

Module 3 - Managing Diversity - 314 Passes

The Council's Development Centre at Blackfriars, which contains a comprehensive range of training rooms and facilities, has been designed to be accessible to all employees.

### Perth & Kinross Council – pupil data

Total number of pupils in primary schools	9897
% of male pupils	51.3
% of female pupils	48.7
% of pupils from an ethnic minority background	2.7
Ethnicity other than white or not known/disclosed	

Number of pupils in primary special school	16
% of male pupils	75
% of female pupils	25

Number of children in nursery school	2146
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Primary pupils with Additional Support Needs	
Abbreviations used - Record of Need (RoN), Co-ordinated Support Plan, (CSP), Individualised Education Plan (IEP)	
With RoN, CSP and/ IEP	762
With RoN (1)	15
With CSP (1)	75
With IEP only	675
Percentage of pupils with RoN, CSP and/or IEP	7.7
(1) - Irrespective of whether they have an IEP	

Main difficulty of learning for primary pupils with Additional Support Needs	
Pupils for whom main difficulty is reported	631
Significant Hearing impairment	6
Significant visual impairment	2
Significant physical or motor impairment	16
Significant language and speech disorder	53
Autistic Spectrum Disorder	51
Social emotional and behavioural difficulties	97
Moderate Learning Difficulties	133
Severe Learning Difficulties	16
Profound Learning Difficulties	6

Specific learning difficulties in language and/or mathematics (including dyslexia)	186
Complex or multiple impairments – dual sensory impairment	3
Complex or multiple impairments – moderate learning difficulties	20
Complex or multiple impairments – severe learning disabilities	8
Complex or multiple impairments – profound learning difficulties	13
Other	21

Reasons for support for primary pupils with Additional Support Needs	
Pupils for whom reason for support is reported	756
Learning Disability	98
Dyslexia	124
Other specific learning difficulty (e.g. numeric)	69
Visual impairment	8
Hearing impairment	12
Deaf Blind	0
Physical or motor impairment	55
Language or speech disorder	107
Autistic spectrum Disorder	63
Social, emotional and behavioural difficulty	157
Physical Health Problem	19
Mental Health Problem	3
Interrupted learning	10
English as an Additional language	19
Looked After	8
More able pupil	1
Other*	230
Not Known/Not disclosed	0

Some pupils have more than one reason for support so the number of pupils for each reason do not add up to the total no of pupils with a reason

\*Have included category of other moderate learning difficulty in other category as did not exactly match any on the list

Total number of pupils in secondary schools	7746
% of male pupils	49.8
% of female pupils	50.2
% of pupils from an ethnic minority background	2.1

Number of pupils in secondary special school	35
% of male pupils	74.3
% of female pupils	25.7

Secondary pupils with Additional Support Needs	
Abbreviations used - Record of Need (RoN), Co-ordinated Support Plan, (CSP), Individualised Education Plan (IEP)	
With RoN, CSP and/ IEP	471
With RoN (1)	96
With CSP (1)	30
With IEP only	346
Percentage of pupils with RoN, CSP and/or IEP	6.1
(1) - Irrespective of whether they have an IEP	

Main difficulty of learning for secondary pupils with Additional Support Needs	
Pupils for whom main difficulty is reported	270
Significant Hearing impairment	2
Significant visual impairment	4
Significant physical or motor impairment	10
Significant language and speech disorder	8
Autistic Spectrum Disorder	34
Social emotional and behavioural difficulties	59
Moderate Learning Difficulties	59
Severe Learning Difficulties	12
Profound Learning Difficulties	1
Specific learning difficulties in language and/or mathematics (including dyslexia)	57
Complex or multiple impairments – dual sensory impairment	0
Complex or multiple impairments – moderate learning difficulties	6
Complex or multiple impairments – severe learning disabilities	8

Complex or multiple impairments – profound learning difficulties	5
Other	5

Reasons for support for secondary pupils with Additional Support Needs	
Pupils for whom reason for support is reported	474
Learning Disability	70
Dyslexia	93
Other specific learning difficulty (e.g. numeric)	41
Visual impairment	8
Hearing impairment	7
Deaf Blind	0
Physical or motor impairment	22
Language or speech disorder	13
Autistic spectrum Disorder	52
Social, emotional and behavioural difficulty	128
Physical Health Problem	20
Mental Health Problem	13
Interrupted learning	6
English as an Additional language	8
Looked After	3
More able pupil	0
Other*	90
Not Known/Not disclosed	0

<b>Strand of Disability Equality Duty</b>	<b>Actions undertaken by the Council this year</b>
<p><i>1. Promote equality of opportunity between disabled persons and other persons</i></p>	<p>Schools are rolling out an interactive training programme called 'Disability Equality In Scottish Schools' by The Know=How Company, which will cover a wide range of aspects of inclusion and accessibility and consists of: 1. A five module training programme for class teachers and support assistants. These are (i) Inclusion Works, (ii) Creating Inclusive Learning Environments, Supporting Pupils with Challenging Behaviour, (iii) Building Creative Teams for Inclusion, (iv) Managing Transitions; 2. A good practice DVD containing 29 good practice themes from Scottish schools; 3. An on-line learning resource, containing an on-line assessment and certification facility.</p> <p>The Council supports the 'See Me' anti-stigma campaign for mental health. This is organised with the local PLUS (mental health support group) and is a joint event with the 'Show Racism the Red Card' campaign.</p> <p>Home visits are organised by Trading Standards, Environment Health, and Waste Officers for those who are unable to come to Pullar House for consumer or business advice or who wish to register/discuss a consumer complaint.</p> <p>The assisted lift service is provided whereby the Council collects bins from a suitable place at a person's home, instead of at the kerbside. This service is provided to house holders who are unable to present their bins at the kerbside and have no-one else who lives with them that is able to do so.</p> <p>Waste Services also provide a range of information for visually impaired people so that recycling information is more easily accessible.</p> <p>Ongoing work with Checkin &amp; Push &amp; YMCA organisations to provide work experience and employment opportunities to vulnerable and disabled young people at Westbank nursery.</p>

<p><i>2. Eliminate discrimination that is unlawful under the Act</i></p>	<p>The Council has a Service Level Agreement with Perth &amp; Kinross Access Group and works closely with the organisation in terms of its lead role in developing and advising on accessible services for people with disabilities</p> <p>'Easy to Read' documents for adults with learning disabilities are available for Housing and Community Care service users</p> <p>A Housing Allocations Policy was prepared and developed and agreed by Committee. This policy reflects a broad range of housing needs including for those with a disability.</p> <p>129 units of housing for varying needs, 169 adaptations in the independent housing sector, and 151 major adaptations in the social rented housing sector have been provided in 2007/08.</p> <p>The Council is working with Capability Scotland to explore disability training options and training for front line staff in dealing with learning disabled customers.</p> <p>In August 2005 the Council took over responsibility for Perth Bus Station. It was recognised that improvements to the facilities were required. The most recent initiative has involved the provision of a new 'saw-tooth' design for the passenger boarding area. This has significantly improved the overall accessibility and safety of the ten stances, including their use by people who use wheelchairs.</p> <p>The Council produces and widely distributes a public information leaflet advising the location of parking in Perth including free parking spaces exclusively for the use of blue badge holders at various city centre streets and car parks in Perth.</p> <p>New building and landscaping projects take account of the access requirements of people with disabilities. Placecheck exercises carried out in Dunning and Errol involved disabled people/groups.</p>
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The installation of drop kerb crossings is being incorporated into all footway resurfacing works. New footways have recently been constructed. The upgrading of all traffic signals has continued to include facilities for hearing and visually impaired people (tactile paving, rotating cones). Communities and individuals can request pedestrian build outs and dropped kerb crossings. Work is also continuing to maximise pedestrian green times at traffic signals to assist mobility impaired people.

Ten attended public toilets have received refurbishments to improve disability access and RADAR key access has been included. Radar Key toilets are available at 17 locations across Perth & Kinross.

Council officers attend and provide support for the Perth & Kinross Access Group. Representatives from Roads, Waste Services, and Public Transport Unit regularly attend the bi-monthly working group which aims to enhance disabled access to Environmental Services. Members of the Perth Access Group are involved with a number of Council Services including Planning and Property and are involved with the development of Council Services through Council Disability Involvement Group meetings. A representative from the Public Transport Unit has been part of the working group involved in formulating the new Joint Strategy for Development of Services for those with a Physical or Sensory Impairment (Perth & Kinross Council and NHS Tayside).

Transport: Perth and Kinross invests £1.8 million per annum in supporting local bus services and Council contracts are increasing the number of accessible local buses. Working in partnership with NHS Tayside and the Scottish Ambulance Service, the Public Transport Unit introduced a direct local bus service between Perth Royal Infirmary and Ninewells Hospital, Dundee on 07 April 2008. 'Hospital Link' Service 333, which is being jointly funded by the key partners, has been designed to provide a 'door to door' service to accommodate staff getting to and from work, as well as linking in with patient clinic times and the hospitals' visiting hours. The service operates hourly Monday to Friday, and every two hours at the weekends.

The modern low-floor buses being used are suitable for wheelchair users, they have environmentally friendly engines and feature CCTV cameras to help ensure passenger and driver safety. The service is already proving to be very popular with NHS staff, patients and visitors with over 1,200 passengers per week. The Council print a series of area based Public Transport Guides which are all made available in large print either in hardcopy format or via the Council website. In addition, bus timetables have been translated into Braille format on request.

There is an on-going programme to improve bus stops to make them more accessible for all bus users. In addition, the Council is increasing the number of bus shelters with lighting, including the use of solar-powered lights at rural locations.

The Public Transport Unit is currently investigating in conjunction with key stakeholders in the bus industry how Disability Awareness Training can be undertaken by drivers on key bus routes.

On behalf of Transport Scotland, the Council is responsible for processing new applications for transport entitlement cards for people with disabilities. This provides the card holder with free bus travel throughout Scotland and has important social inclusion benefits. To assist disabled people in applying for an entitlement card, the Council's Public Transport Unit has provided locally tailored guidance notes.

Capability Scotland completed a successful Disability Access Audit on the new Macrosty Park design in July 08. Larghan Park will be Disability Access audited as part of the current regeneration project. An action has been included in the SEAP to ensure that consideration is given to conducting an access audit for all parks, as part of the regeneration process.

During the current year a new approach has been taken to improving access to public buildings, in that the Perth Access Group are carrying out accessibility audits. The audits cover all possible disability areas and deal with the whole building.

	<p>The audits highlight areas for improvement in a Red, Amber and Blue code (with Red being the most urgent). The areas identified are then fed in to a work plan for 2009/10. Some of the areas identified as reasonably minor are being dealt with in the current year. The audits are carried out using the '12 point criteria' (Statutory Performance Indicator guidance) as a basis for the audit and are augmented by a full report.</p>
<p><i>3. Eliminate harassment of disabled persons that is related to their disability</i></p>	<p>The work detailed above that the Council undertakes with Capability Scotland, PUSH, the "See Me" campaign is all aimed at tackling the discrimination and harassment of disabled person.</p>
<p><i>4. Promote positive attitudes towards disabled persons</i></p>	<p>Realising Potential is a paper which lays out for schools how to nurture positive and respectful attitudes in children towards themselves and each other. Being Cool in School is a personal and social development programme developed by Fife Council to help children and young people learn the skills of getting on with others, coping positively with everyday situations, and showing sensitivity and respect while holding true to who they are. This approach encourages parents, staff and pupils to work together to help children learn respect for themselves and others.</p> <p>The Employability Strategy and Action Plan, approved in June 2008 by both the Council and Community Planning partners, recognises the positive contribution that people with disabilities can make to our economy and wider society. We are currently rolling out the Employability Action Plan and supporting a number of pilot projects to support disadvantaged individuals and those with a wide range of disabilities to access support to enable them to progress into training and employment locally.</p> <p>Work is ongoing to promote access for disabled in preparation of detailed supplementary planning and development guidance in relation to historic and listed buildings to facilitate and encourage alternative means of access for mobility impaired people. Completion estimated late 08/early 09.</p>

<p><i>5. Encourage participation by disabled persons in public life</i></p>	<p>Scotland's Commissioner for Children and Young People (SCCYP) has asked Playback to carry out consultation work with young people across Scotland on disability, race and gender equality issues to help inform their Equality Scheme. Perth Academy and Fairview are taking part in the consultation process on disability, race and gender.</p> <p>The Council has reviewed its Service Level Agreement with Perth &amp; Kinross Society for the Blind and Tayside Association for the Deaf. Consequentially it has awarded additional funding in recognition of its increased work with those registered blind or visually impaired.</p> <p>A citizen leadership and partnership forum has been developed within learning disabilities services which will enable service users and carers to work alongside agencies to decide how public services can improve their quality of life.</p> <p>As a result of the learning disabilities Best Value Review the Council is actively working with service user groups to encourage service user involvement and participation on various project teams.</p> <p>The Council has various service level agreement in place, for example with PLUS (a mental health user involvement group) and Independent Advocacy.</p> <p>The Housing and Community Care Service produces a learning disabilities newsletter with service user representation on the editorial group and actively encourages service user contributions to it.</p> <p>Various surveys are conducted, for example, there is a survey of sheltered housing tenants which is conducted twice a year; a survey of those who have had improvements/repairs is also carried out; and the Tenant Satisfaction Survey in 2007 which looked at satisfaction levels amongst all vulnerable groups including those with a disability.</p>
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	<p>Children with disabilities continue to be involved with planting schemes. Play equipment which is suitable for use by all children including those with disabilities is being installed in new play areas.</p> <p>Through the Environment Services a representative from Perth &amp; Kinross Access Group is proposed to be invited onto the Perth and Kinross Outdoor Access Forum - to be agreed through a committee report to the Environment Committee in early 2009. At present Perth &amp; Kinross Access Group is invited along as an observer. Disability groups have been fully involved in the consultation on the new Core Paths Plan.</p> <p>Awareness-raising was carried out to ensure that people with disabilities are able to access the Live Active Card (local leisure access card) and bus passes to encourage social inclusion.</p>
<p><i>6. Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons</i></p>	<p>Schools are encouraged to work towards the nationwide award scheme that promotes the United Nations Convention on the Rights of the Child as the basis for enhancing teaching, learning, ethos, attitudes and behaviour. A Rights-Respecting School teaches children and young people that they have rights under the United Nations Convention on the Rights of the Child. From this starting point they also learn their responsibility to respect others' rights in all relationships in the community. The ethos created demonstrates to children the inclusiveness of a rights-respecting school and paves the way to participation in the life of the community. There is also an Accessibility Strategy for Schools. An audit has been carried out of every school in Perth &amp; Kinross to assess accessibility under the Disability Discrimination Act criteria. There is a rolling programme to upgrade and make changes to school buildings wherever reasonably possible. Changes include putting in ramps, toilets, adjusting heights of units and sinks, installing lifts.</p> <p>The Welfare Rights team actively champion the rights of those with disability in relation to accessing benefits and income maximisation.</p>

	The Council is committed to the ethos of person-centred planning for adults with learning disabilities and autistic spectrum disorder.
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