

PERTH & KINROSS COUNCIL

Corporate Equality Scheme (Disability) 2009 - 2012

Disability Year 1 progress report 2009 - 2010

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Perth & Kinross Council

Corporate Equality Scheme (Disability) 2009 – 2012

Progress report for Year 1 – 2009 - 2010

Introduction

The Council's existing public sector duties for Disability require the publication of an annual progress report for each year of the three year Disability Scheme. The progress report sets out actions taken to meet the six strands of the Disability Equality Duty and the first year's progress report is due to be published by December, 2010.

The Disability Discrimination Act 1995, established a legal right to fair treatment for people with a disability in employment, education and as customers of services. The Disability Discrimination Act 2005 created a new Duty on public bodies to actively promote disability equality commencing December 2006. The new duty builds on the 1995 Disability legislation and adds a new six strand General Duty and Specific Duties.

The Equality Act 2010 replaces all existing equality legislation including replacing the existing public sector duty and introduces a single public sector duty covering the protected characteristics such as Disability. The Equality Act is being implemented incrementally commencing 1 October, 2010.

The Council should have due regard to the need to:

- Promote equality of opportunity between disabled people and other people
- Eliminate discrimination that is unlawful under the Disability Discrimination Act
- Eliminate harassment of disabled people in public life
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs, even if this requires more favourable treatment

Perth & Kinross Council staff data as at the 30 September 2010:

The data below indicates some changes in the profiles of existing staff who have a disability when compared to annual data reported to 30 September, 2009. This includes a small decrease in the work profile of staff with a disability and correlates with a small increase in staff with disability leaving the organisation during this same period. The recruitment data indicates a small decrease in the number of applicants with disability. However, the number of appointments of people with disability is the same as the previous year. This represents a slightly higher percentage success rate for applicants with a disability in the period to September 2010.

**Employment Monitoring Statistics
Period 1 October 2009 - 30 September 2010**

1 Workforce Profile as at 30 September 2010

Workforce Profile	Number	Percentage	Population Statistics for Perth & Kinross as a %
Male Employees	1712	29%	48.2%
Female Employees	4169	71%	51.7%
All Employees	5881	100%	
<i>Included in the above numbers:</i>			
Minority Ethnic Employees	39	0.66%	
Disability	37	0.63%	

2 Recruitment Applications (for period 1 October 2009 - 30 September 2010)

Applications	Number	Percentage
Total Number of Applicants ^{*2}	9990	-
Male Applicants ^{*1}	2880	28.9%
Female Applicants ^{*1}	6211	62.2%
Minority Ethnic Applicants ^{*1}	215	2.1%
Disabled Applicants ^{*1}	179	1.8%

^{*1} Completion of the equal opportunities form is optional and some applicants only partially complete, ie do not disclose their gender, ethnicity or whether they have a disability. This affects the reliability of the data reported.

^{*2} The total number of applicants is lower than the individual categories added together, as an applicant may appear in more than one category.

As the Council uses local and national media to attract applicants, data has therefore been compared with minority ethnic population figures for Perth and Kinross and nationally in Scotland in the 2001 Census.

Geographic Area	Minority Ethnic Population
Perth and Kinross	0.97%
Scotland	2.01%

3 Recruitment Appointments (for the period 1 October 2009 - 30 September 2010)

Selections	Number	Percentage
Total Number of Appointments* ²	611	-
Male Appointments* ¹	139	22.7%
Female Appointments* ¹	466	76.8%
Minority Ethnic Appointments* ¹	10	1.6%
Disabled Appointments* ¹	8	1.3%

*¹ Completion of the equal opportunities form is optional and some applicants only partially complete, ie do not disclose their gender, ethnicity or whether they have a disability. This affects the reliability of the data reported.

*² The total number of appointments is lower than the individual categories added together, as an appointment may appear in more than one category.

4 Internal Promotions (for the period 1 October 2009 - 30 September 2010)

Ethnic Background	Promotion Applicants	%	Promotion Short-listed Candidates	%	Promotion Candidates who accepted an offer	Success Rate %
White	1443	97.4%	973	97.1%	153	100%
Minority Ethnic	34	2.3%	9	2.4%	0	-
Not Disclosed	5	0.3%	2	0.5%	0	-
Total	1482	100%	384	100%	153	100%
Gender						
Male	465	31.4%	87	22.7%	41	26.8%
Female	1014	68.4%	297	77.3%	112	73.2%
Not Disclosed	3	0.2%	0	-	0	-
Total	1482	100%	384	100%	153	100%
Disabled						
Disabled	41	2.7%	8	2.1%	3	1.9%

* Completion of the equal opportunities form is optional and some applicants only partially complete, ie do not 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. All these factors affect the reliability of the data reported.

5 Procedures Invoked

Discipline					
Category	Male	Female	Total	Ethnic Minority	Disabled
Number of Cases	31	11	42	0	0
% of overall workforce profile	0.53%	0.19%			
% of equality workforce profile	29%	71%	100%		
% of discipline cases	73.8%	26.2%			
Grievance					
Category	Male	Female	Total	Ethnic Minority	Disabled
Number of Cases	4	9	13	0	0
% of overall workforce profile	0.06%	0.15%			
% of equality workforce profile	29%	71%	100%		
% of grievance cases	30.8%	69.25%			
Dignity at Work					
Category	Male	Female	Total	Ethnic Minority	Disabled
Number of Cases	3	12	15	2	0
% of overall workforce profile	0.05%	0.205%			
% of equality workforce profile	21%	79%	100%		
% of dignity at work cases	20%	80%		13.3%	

6 Training Requests & Participation Sessions

	Training Requests			Training Participation	Workforce Profile %
	Internal	External	Total Requests	Total Sessions	
Total Number of Requests/Sessions	7230	200	7430	7199	
Males	1349	78	1478	1528	29%
Females	5864	112	5986	5669	71%
<i>Included in the above numbers:</i>					
Minority Ethnic	43	1	44	48	0.66%
Disability	36	1	37	25	0.63%

*The number of training requests does not correlate with the training participation rates.

** The total number of requests/sessions is lower than the individual categories added together, as it may appear in more than one category.

7 Exits from the Council

Exits	Number	Percentage	Workforce Profile %
Total Number of Leavers	415	100%	
Male Leavers	131	31.6%	29%
Female Leavers	284	68.4%	71%
<i>Included in the above numbers:</i>			
Minority Ethnic Leavers*	4	0.96%	0.66%
Disability**	3	0.72%	0.63%

* The number of leavers is the number of employees with permanent contracts who have left the Council. It does not include fixed term contracts or employees who are currently on a career break.

** Perth & Kinross Council is in the process of rolling out an on-line system which allows employees to self classify their personal information, which includes Ethnicity and Disability.

Education & Children's Services

Additional Support Needs

	2008	2009	2010
No of pupils with RoN, CSP and/or IEP	1,237	1,168	1,227
No with RoN (and optional IEP)	108	n/a	n/a
No with CSP (and optional IEP)	102	112	107
No with IEP only	1,027	1,056	1,120
% of pupils with RoN, CSP or IEP	7.0%	6.7%	7.0%

- RoNs no longer collected in Census from 2009

- From 2009, CSP data provided by Children & Family Services

Council Disability Progress Report Year 1 - 2009 - 2010

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council actions taken to meet the Disability Equality Duty
<p>1. Promote Equality of Opportunity between disabled persons and other persons</p>	<p>Employability programmes have been established for people who have complex barriers to employment such as those who need additional support in gaining employment skills. This includes people with mental health disabilities and severe learning disabilities.</p> <p>An employability skills programme is under development for young people with complex needs who live in rural areas.</p> <p>Additional support needs team restructured and additional staff added to support the work of the team to ensure the additional support needs of children are being met.</p> <p>New residential accommodation opened at Fairview for those working with children and family services to offer education and respite to their families.</p> <p>Reference manual of information, training materials, details of useful contacts etc currently under development to support teachers and others who work with young people with additional support needs.</p> <p>Review of services for children with special needs with the aim of commissioning the provision of specific services out-with the mainstream provision in schools.</p> <p>Almond bank ensuring access to more specialised provision already operating for primary aged young people with special needs in Perth.</p> <p>Programme of improving children's</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council actions taken to meet the Disability Equality Duty
	<p>play areas making them more accessible by creating pathways into play areas, use of multi-units, climbing areas and adaptive swings. Enabling wheelchairs to get closer to the facilities.</p> <p>Working closely with Perth & Kinross Access Group including Council Officers attending their meetings and enabling them to work more closely with a wide range of council officers engaged in a range of front line services. The access group have also been engaged with carrying out access audits.</p> <p>Access to outdoor recreational facilities – including removal of stiles to be replaced by self-closing gates, paths resurfaced to improve wheelchair access, paths widened to ease mobility. Signs and notices have been improved.</p> <p>Further development in relation to involving people with disability including those with learning disability, mental health disability etc. Seminar held for tenants with learning disability to explore how they become more actively involved with tenant participation activities.</p> <p>Introduction of a texting service and over six hundred people have registered for the service. Further work will be undertaken to raise awareness of this service.</p> <p>Work continues with Procurement team and Legal teams to ensure that contracts and service level agreements help to advance equality.</p> <p>Perth & Kinross information texting service has six hundred people</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council actions taken to meet the Disability Equality Duty
	<p>registered to use this service. Further work underway to publicise and collect contact numbers.</p> <p>Provided in excess of one hundred adaptations in the social rented housing sector and over one hundred and fifty adaptations in the independent housing sector.</p> <p>Provide 1% inflationary uplift in 2010/2011 for the Perth & Kinross Society for the Blind, Tayside Association for the Deaf and Perth & Kinross Access Group.</p> <p>Four thousand items of equipment/aids provided to support people with a range of disabilities.</p>
<p>2. Eliminate discrimination that is unlawful under the Disability Discrimination Act</p>	<p>All Services have a schedule of priorities for equality impact assessing their policies to ensure they are designed to avoid disability discrimination. Progress is being made in all Council Services.</p> <p>Developed equality impact assessments and implemented the following key strategies: Learning Disability, Physical Disability and Joint Mental Health.</p>
<p>3. Eliminate harassment of people with disability</p>	<p>Undertake promotional events for the 'see me' mental health and anti-stigma campaign. Council signed the 'See-Me' pledge and related action plan implemented.</p> <p>Disability-related harassment sub-group established with voluntary sector representation. Action Plan in place.</p> <p>Trading standards staff continue to give talks on "scams awareness" at</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council actions taken to meet the Disability Equality Duty
	<p>organised events including adult protection conferences. This has led to talks being provided for a range of vulnerable groups including young people with learning disabilities and to groups of older people.</p>
<p>4. Promote positive attitudes towards people with disability</p>	<p>Range of events scheduled for mental health and wellbeing week during October 2010 including theatre, exhibitions, photography competitions etc.</p> <p>On-line calendar of local and national equality events provided for staff including Disability related events.</p> <p>Staff training session on disability awareness focusing on mobility and sight impairment delivered. Use of EHRC DVD "Talk". The completion rates is increasing for the mandatory equality and diversity e-learning.</p> <p>In addition to the corporate equality and diversity web pages on the intranet providing equality and diversity training, information, reports, guidance, events, links etc each Council service is developing their service web pages to include service relevant equality information and a link to the corporate equality and diversity web pages to ensure staff have access to a wide range of information about disability and other protected characteristics.</p>
<p>5. Encourage participation by people with disability in public life</p>	<p>Equality proofed communication plan developed with involvement from stakeholders with a range of disabilities to enhance customer care.</p> <p>Council activities have led to an increase in the number of wheelchair accessible buses operation in the Perth & Kinross area representing a 41% increase since April 2008.</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council actions taken to meet the Disability Equality Duty
	<p>Council interventions with large private provider of bus transport with the aim of raising awareness of issues for wheelchair users and others with mobility challenges as they relate to bus access.</p> <p>There is a new bus link between Perth and Dundee hospitals stopping also at the park and ride facilities. Schedules arranged to link with patient clinic appointments, hospital visiting hours etc. Increase in usage of 21% during previous twelve month period.</p> <p>Progress made to improve bus stop facilities includes accessible, solar-powered lighting etc.</p> <p>Developments continue to ensure provision of access toilet facilities and free-to-use facilities including in local business accessible facilities.</p> <p>Enforcement action continues to be taken against people who misuse Blue Badge and/or illegally parked vehicles in disabled access bays.</p>
<p>6. Take steps to meet disabled people's needs, even if this requires more favourable treatment</p>	<p>Consultations have been carried out regarding 'A' frames/boards to improve access for people with mobility requirements, visual impairment including guide dog users and wheelchair users.</p> <p>Review of kerbside bin collection/assisted lifts policy to ensure that those requiring this support are able to access this. Services to assist in healthcare waste disposal provided without charge.</p>

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