

PERTH & KINROSS COUNCIL

CORPORATE EQUALITIES SCHEME 2006 - 2009

DISABILITY YEAR 1 PROGRESS REPORT

2006 – 2007

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PERTH & KINROSS COUNCIL
Corporate Equalities Scheme (Disability) 2006 – 2009

Progress Report for Year 1 - December 2006 to November 2007

Introduction

The Council is required to publish an annual progress report for each year of the Disability Scheme setting out actions taken to meet the six strands of the Disability Equality Duty and the first year's progress report is due by December, 2007. Details of actions are set out in the table below.

The Disability Discrimination Act 1995, established a legal right to fair treatment in employment, in education and as customers of services for people with disability. The Disability Discrimination Act 2005 created a new duty on public bodies to actively promote disability equality from December 2006. The new duty builds on the 1995 legislation and adds a new six strand General Duty and Specific Duties. The Council is required by law, in carrying out its functions, to 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 that is related to their disability
- 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 area

The following data provides some of the indicators used to inform the planning, development and implementation of Council Services for people with disability.

Perth & Kinross Council's administrative area covers 5,286 square kilometres providing service to a total population of 140,263 (Source GROS mid-year population estimates revised 2007).

Perth & Kinross Labour market statistics for June 2006 indicate that the unemployment rate is 1.8%, which is below the national average. There are pockets of high unemployment primarily in North Perth and in the Blairgowrie/Rattray area. The economy is dependent on agriculture, food and drink, tourism, leisure and the service sector. Perth and Kinross has lower average earnings in comparison to the Scottish and Tayside average earnings.

Women are 51.71% of the population of Perth & Kinross and this is similar to the Scottish Profile of 51.8%. Full-time male employees in the Perth & Kinross area earn on average 36% more than women (Source – DWP).

Young people aged to 17 years represent 20% of the projected population in 2007 and this is set to fluctuate slightly during the years to 2024 with a projection of 18% young people by the year 2024. People 65 years and older were projected to represent 19% of the population in 2007 with this expected to rise to 27% in 2027. This is in the context of an increasing overall population projection of 145,624 – 5.96% increase overall from 2004. (Source – GROS population projections).

Scottish Neighbourhood Statistics indicate that life expectancy at birth for new born infants in Perth & Kinross is 80 years for females and 76 years for males which is above the level of neighbouring Councils and in Scotland, and similar to the UK life expectancy rate.

Perth & Kinross Council data- community profiles

In this area community care services provide dementia services to approximately 3 times more females than males in the 65+ age group. 64% of community care mental health services are provided for females and 36% to males. 58% of community care client group with a learning disability are male. 69% of community care client group of people with physical disability which includes frailty are female (Source - SWIFT June 2007).

Perth & Kinross Council staff data

Staff Profiles

Existing staff profiles as at 30 June, 2007

Total staff	5528 (100%)
Female Employees	3898 (70.51%)
Male Employees	1630 (29.49%)
Number of staff who have advised they have a disability	40 (0.78%)

The level of staff who 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. See also employee survey outcomes below.

This percentage may reflect reluctance on the part of some staff to identify themselves as having a disability and consideration has to be 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.

Further consideration is also being given to ways in which the Council can promote disability equality in employment and this will be included in the Human Resources Equality Action Plan 2006 – 2009. 15% of existing staff with a disability are in Professional posts.

Employee Survey

The Council commissioned MORI Scotland to conduct a census employee survey in May 2005 on its behalf. The purpose of the survey was to identify and explore the issues which are important to employees and the impact on their working life. A 49% response rate was achieved. It was identified that 3% of employees who responded considered themselves to have a disability.

72% think the Council is an equal opportunities employer.

Recruitment and Selections outcomes 1 July, 2006 to 30 June, 2007

Applicants	Number	Percentage
Total applicants	10,708	(100%)
Number who advised they have a disability	160	(1.5%)
Number of short-listed applicants	3263	(100%)
Number of short-listed applicants who advised they have a disability	62	(1.9%)
Total recruited	767	(100%)
Total recruited who advised they have a disability	5	(0.7%)

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

Discipline, Grievance and Harassment

Disciplinary procedure total recorded = 21
 Grievance Procedure total recorded = 22
 Harassment Procedure total recorded = 11

No people with a disability are identified in the above figures. The process is being developed to capture this information.

Exits

Of the 118 (100%) employees who left the Council in the reported period 1 (0.85%) has a disability.

Requests for Training

Out of 1284 (100%) requests for internal and external training 13 (0.76%) were recorded for staff with disability.

Training Participation

Of the 1092 (100%) training sessions recorded by employees, 6 (0.55%) were recorded for staff with disability.

(Source: Data provided by Human Resources)

Perth & Kinross Council – pupil data

There are 10,209 pupils in primary schools in Perth & Kinross, 51% are male and 49% are female and 1.8% pupils are from an ethnic minority background.

Pupils in Secondary Schools total 7,941 of which 51% are male and 49% are female and 1.7% from an ethnic minority background.

There are 10 pupils in primary special school - 20% are female and 80% are male.

There are 40 pupils in secondary special school - 75% are female and 25% are male.

There are 1711 pupils in nursery schools.

Primary pupils with Additional Support Needs, 2006

Note: Columns have been merged where there are fewer than 5 CSPs.

Abbreviations used - Record of Need (RoN), Co-ordinated Support Plan (CSP), Individualised Education Plan (IEP).

	2006
With RoN, CSP and/ IEP	827
With RoN (1)	124
With CSP (1)	-
With IEP only	703
Percentage of pupils with RoN, CSP and/or IEP	8.1

(1) - Irrespective of whether they have an IEP

Main difficulty of learning for primary pupils with Additional Support Needs, 2006.

(Please also see next table for pupils reported under new categories)

	2006
Pupils for whom main difficulty is reported	823
Significant Hearing impairment	7
Significant visual impairment	*
Significant physical or motor impairment	15
Significant language and speech disorder	46
Autistic Spectrum Disorder	63
Social emotional and behavioural difficulties	111
Moderate Learning Difficulties	249
Severe Learning Difficulties	14
Profound Learning Difficulties	-
Specific learning difficulties in language and/or mathematics (including dyslexia)	202
Complex or multiple impairments – dual sensory impairment	9
Complex or multiple impairments – moderate learning difficulties	35
Complex or multiple impairments – severe learning disabilities	11
Complex or multiple impairments – profound learning difficulties	*
Other	53

Reasons for support for primary pupils with Additional Support Needs, 2006

(see previous table for pupils reported under the old categories)

	2006
Pupils for whom reason for support is reported	4
Learning Disability	*
Dyslexia	-
Other specific learning difficulty (e.g. numeric)	-
Visual impairment	-
Hearing impairment	-
Deaf Blind	*
Physical or motor impairment	-
Language or speech disorder	*

Autistic spectrum Disorder	-
Social, emotional and behavioural difficulty	*
Physical Health Problem	-
Mental Health Problem	-
Interrupted learning	-
English as an Additional language	-
Looked After	-
More able pupil	-
Other	-
Not Known/Not disclosed	-

Perth and Kinross Council - Secondary pupils with Additional Support Needs, 2006

Note: Columns have been merged where there are fewer than five CSPs.

	2006
With RoN, CSO and/or IEP	453
With RoN (1)	159
With CSP (1)	-
With IEP only	294
Percentage of pupils with RoN, CSP and/or IEP	5.7

(1) - Irrespective of whether they have an IEP

Main difficulty of learning for secondary pupils with Additional Support Needs, 2006.

(Please also see next table for pupils reported under new categories)

	2006
Pupils for whom main difficulty is reported	278
Significant Hearing impairment	6
Significant visual impairment	*
Significant physical or motor impairment	10
Significant language and speech disorder	12
Autistic Spectrum Disorder	26
Social emotional and behavioural difficulties	55
Moderate Learning Difficulties	47
Severe Learning Difficulties	*
Profound Learning Difficulties	-
Specific learning difficulties in language and/or mathematics (including dyslexia)	82

Complex or multiple impairments – dual sensory impairment	-
Complex or multiple impairments – moderate learning difficulties	20
Complex or multiple impairments – severe learning disabilities	9
Complex or multiple impairments – profound learning difficulties	-
Other	*

Reasons for support for secondary pupils with Additional Support Needs, 2006

(see previous table for pupils reported under the old categories)

	2006
Pupils for whom reason for support is reported	175
Learning Disability	9
Dyslexia	58
Other specific learning difficulty (e.g. numeric)	12
Visual impairment	*
Hearing impairment	-
Deaf Blind	-
Physical or motor impairment	6
Language or speech disorder	*
Autistic spectrum Disorder	14
Social, emotional and behavioural difficulty	30
Physical Health Problem	*
Mental Health Problem	*
Interrupted learning	*
English as an Additional language	9
Looked After	*
More able pupil	-
Other	41
Not Known/Not disclosed	-

(Source: Education & Children's Services).

Scotland and disability – key indicators for Council Services

There are about 800,000 people with disability in Scotland and about 2 in 3 people with a disability are over 60 years of age. 68% of households with a person with a disability have an income of less than £10,000 per year. The unemployment rate for people with a disability is almost double that for non-disabled people. 32% of working age people who can be defined as disabled by the Disability Discrimination Act (DDA) are in employment. People with a disability account for about 1 in 6 of the working age population. 35% of people with disability have no qualifications. 5% of undergraduates declare that they have a disability. 110,000 households which include a person with a disability said they require adaptations. (Source–Disability Rights Commission 2001).

In 2003 - 24% of people with a disability aged 16 – 24% had no qualifications at all, compared to 13% of non-disabled people of the same age. Only 69% of people with a disability, who have a higher education qualification, are in employment compared with 89% of people with no disability.

1.7% of the population in Scotland are estimated to be visually impaired, although only 0.6% are registered as visually impaired. RNIB indicate that 90% of people with a visual impairment are aged 75+. 18% of people in Scotland are estimated to have some degree of hearing loss. 96,000 people were registered NHS wheelchair users in Scotland in 1999, 70% of whom are over 65 years of age. Each year there are about 14,500 additional wheelchair users. 2% of the population are estimated to have learning disabilities. This is about 120,000 people and this is estimated to continue to grow by over 1% per year until 2009.

779,000 people of working age (25% of working age population in Scotland) in 1999 had health problems they expect will last for more than one year. 484,000 people of working age population have a long-term disability substantially affecting their day-to-day activities – the DDA definition of disability. Women make up 59% of the overall population of people with a disability due to their longer life expectancy than men. (Source – The Scottish Government Health Department).

Disabled people die younger than non-disabled people, partly because of levels of access to health screening, assessment and treatment.

One study found people with learning disabilities were 58 times more likely to die before 50 than other citizens. (Source: Disability Rights Commission).

Work travel:

According to the 2005 Scottish Household Survey, there is relatively little difference in the modes of transport by which people with and without a disability/long-term illness commute to work. The most popular mode of

transport for both groups is the car/van, either as driver or passenger. (67% of adults with a disability/long-term illness; 68% of adults with no disability/long-term illness). Since 1999, higher proportions of both groups are commuting to work as a car driver, and fewer travel as a car passenger.

Local Bus Services:

The Scottish Household Survey 2005 estimates that adults with a disability or long-term illness are most likely to use a bus service 2 or 3 times a week (15%) or every day/almost every day (13%). Those with no disability or long-term illness are also most likely to use a bus service 2 or 3 times a week (11%) or every day / almost every day (11%).

56% of adults with a disability or long-term illness have used a bus service in the previous month (to the survey interview). This compares to 42% of adults reporting no disability or long-term illness. Since 2002 the most marked difference in frequency of local bus use is that the proportion of adults with a disability or long-term illness using the bus every day or almost every day has increased from 9% to 13%.

Housing:

Disabled people currently have difficulty in finding suitable housing. This is because there is a lack of adapted housing, but also a failure to match people with particular needs to adapted houses. In Scotland 38% of disabled people are owner occupiers. This contrasts with 46% of disabled people in Great Britain. 58% of people in Scotland are owner occupiers. 124,000 households in Scotland include individuals with mobility difficulties, but only 1% (24,000) of Scotland's housing is barrier free.

There are approximately 20,000 households where a household member uses a wheelchair, but only 5,000 dwellings of full wheelchair standard. Of the 24,000 barrier free properties, only 2,000 were occupied by households including a wheelchair user and 3,000 were occupied by households including a person using a walking stick or frame. About 110,000 households include a disabled person requiring adaptations. (Sources: Disability Rights Commissions, Disability in Scotland 2001).

Incapacity Benefit:

In Scotland in the year 2000, 193,300 people of the working age population received incapacity benefit. This is about 6% of the working age population. 42,800 of the working age population receive Severe Disablement Allowance. Disability Living Allowance is claimed by 235,000 people. 2,200 people receive the Disabled Person's Tax Credit. In 2000 13 out of 32 Scottish Local Authorities had direct payment schemes, with 140 people using such schemes. 87% of users had physical or sensory impairments and 12% had learning disabilities.

(Source Disability Rights Commission, Disability in Scotland 2001).

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
<p><i>1. Promote Equality of Opportunity between disabled persons and other persons</i></p>	<p>The Corporate Equalities Policy 2004 includes a commitment to promote equalities in relation to service delivery and employment. Disability is a stated category in the policy. The policy also sets out the aims of the policy and the roles and responsibilities of Elected Members, Staff and those working for and with the Council in partnership, contracts and service level agreements.</p> <p>The Council has been involved with and supports the ‘See Me’ anti-stigma campaign organised through local PLUS (Mental Health Support Group) and encourages staff attendance at related events by publishing information in <i>Inside News</i> bulletins and coverage in Council and Service newsletters.</p> <p>Accessible information</p> <p>Corporate guidance has been developed and provided for Services to establish the Council standards and approach to the provision of accessible information and services. The Guidance is also provided to ensure Services incorporate the access message into new and developed public information documents and provides a list of contacts and indications of costs associated with the production of information in other languages and other formats including audio, large print Braille etc. The Guidance also provides the Council text phone number and an example of the layout for including this in documents.</p> <p>As a result all new and updated public information documents now include the access message offering information in other formats including BSL, audio and large print etc. The Council has a text phone and this number is included with the access message and is also published more widely including in the telephone directory.</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>Request and Monitoring forms are included with the Guidance to provide indicators of demand and supply quality. Current information indicates that level of demand has been low Council-wide for information in other formats such as audio and large print and for British Sign Language interpreters and Lip Speakers etc.</p> <p>Home visits are organised by Trading Standards, Environment Health, 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>Education and Children's Services are promoting equality of opportunity between disabled people and others by implementing and monitoring a Service Equalities Policy and undertaking support for learning annual audits to ensure that the needs of all pupils are being supported. The implementation of the Additional Supports Needs legislation is resulting in better support for children within mainstream schools.</p> <p>A Human Resource Strategy has been approved which sets an agenda for enhancing employment opportunities for people who want to work, but who are finding difficulties accessing employment.</p> <p>An assisted lift service is provided for people with disabilities who are unable to present their bins at the kerbside.</p>
<p><i>2. Eliminate discrimination that is unlawful under the Act</i></p>	<p>Training to improve levels of understanding and awareness of the impact of different disabilities for customers, applicants for employment, and colleagues has been provided. This includes Disability Confident training modules which continue to be rolled out for all Council Staff (2,500) who are linked to the Council Learning Management System. CDs have been provided for Schools and Community Learning Centres as</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>these staff work on a separate computer network.</p> <p>The modules contain information about legislation, scenarios covering a range of disabilities, examples of good practice for service delivery and employment situations, checklists and guidance notes. There is also a quiz for each section of the training modules to check learning.</p> <p>The training consists of three modules, Module 1 is to be completed by all staff and in addition there are modules 2 and 3 for managers and for those involved with recruitment and selection.</p> <p>The Total Number of staff who have successfully completed the on-line disability training as at November, 2007: - Module 1- 1061, Module 2 – 699 and Module 3 Employment - 335 and Service - 368.</p> <p>Education and Children’s Services provide training to schools, other agency staff and other service staff through a schedule of opportunities which includes training in valuing diversity, communication with children of different ages and abilities, children with disabilities including learning disabilities and training for working with children with a range of behavioural challenges.</p> <p>Membership of Employers Forum on Disability (EFD) provides network meetings for Council officers to help develop the capacity of staff and also provides benchmarking and opportunities to share good practice.</p> <p>EFD guidance and information has been distributed for staff including a customised version of the EFD Welcome Disabled customer’s booklet for front line staff. Other EFD</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>publications provided for Services include information provided for IST – developing and assessing websites for disability access, Facilities and Property management - Open for Business and Customer Access Triple-Audits. The Customer First Project has been provided with copies of Realising Potential and Barrier Free Call Routing to help them improve access to Council services for people with a range of disabilities.</p> <p>Human Resource staff have been provided with briefing papers on a range of disabilities and been given direct access to the Employers Forum on Disability's Directions Team who have expertise in relation to all areas of disabilities and employment.</p> <p>Training sessions have been run for staff with no computer access, additional computers sourced for Building Services staff to ensure they have access to disability training modules etc and Delayed Office Opening training sessions used to raise awareness about disability.</p> <p>Communication training for selected front line staff in techniques for communication with persons who have hearing impairments has been organised this year.</p> <p>To ensure that the new Council web and intranet sites are improving and providing accessibility, the Council Web Designer has been funded to attend an Employers Forum on Disability workshop in December to be held in London which focuses on Creating Accessible Websites.</p> <p>Organised events on Council owned property are required to be accessible and ensure compliance with the DDA.</p> <p>In August 2005 the Council took over responsibility for Perth Bus Station. It was</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>recognised that improvements to the facilities were required. The works to date have included the provision of a toilet for people with disabilities.</p> <p>The Corporate Minibus policy ensures that the fleet is both physically and operationally as accessible as possible for internal Council users and is being extended for local community groups throughout Perth & Kinross. The Council has also recommended that the vast majority of the minibus fleet will be wheelchair accessible. This is already being taken into account through recent fleet replacement decisions.</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.</p> <p>Installation of drop kerb crossings is being incorporated into all footway resurfacing works. During the last year, 5 new footways have been constructed.</p> <p>Six attended public toilets have received refurbishments to improve disability access and RADAR key access has been included.</p> <p>A Housing allocations policy review group has been established and one part of the group's remit is to ensure the policy is inclusive of the needs of people with disability.</p> <p>Gathering information and stakeholder involvement:</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>An invitation has been included in <i>Perth & Kinross News</i> (free Council produced newspaper distributed to all homes in this area) and via Perth & Kinross Access group and <i>Inside News</i> staff magazine to encourage members of the public and staff to get involved with the Council in developing its approach to disability.</p> <p>Council officers attend and provide support for the Perth & Kinross Access Group. 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.</p> <p>A Customer First Review has been carried out which included a series of customer contacts through Viewfinder (a citizens' panel) questionnaire, focus groups, telephone and face to face interviews. Following on from that Customer Service Standards training was developed which incorporates equalities to reinforce the need for staff to ensure the Council is able to provide access to information and services for people with a range of disabilities.</p> <p>Kaizen business process improvement workshops have been carried out on the Pullar House reception, the complaints process, out of hours and duty social work services. This included involvement of customers to seek feedback about services and to identify any barriers to enable service improvements to be implemented.</p> <p>Community Care regularly provides Easy-to-Read documents and publications for people with learning disabilities. They produce and issue widely a Learning Disabilities specific newsletter which involves service users with learning disabilities in the editorial group that produce this newsletter. This Service has also developed a programme to encourage service users with learning disabilities to travel independently on public</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>transport and ensures that they are involved in advocacy groups, centre committees and in strategic development groups for Carers and Physical Disabilities Strategies.</p> <p>Data has been gathered in relation to applicants who apply for a Guaranteed Job Interview Scheme (GJIS). As a result of outcomes so far indicated, further work needs to be carried out on the process as it appears GJIS is being requested by applicants who do not have a disability and therefore the data is considered to be an unreliable indicator of successful outcome or otherwise for people who have a disability.</p> <p>Monitoring of recruitment and selection is being further developed in relation to disability. When data is available this will be analysed and corporate actions identified. All equalities monitoring data is published on the Council website.</p> <p>Briefings, guidance and disability toolkits have been provided for Services to enable them to impact assess their functions and policies. Information and guidance is provided through Council intranet site and includes links to useful websites. To support Services with gathering information, research and other reports are included on the equality/diversity intranet site.</p> <p>A survey which aims to establish whether tenants with a disability are fully included in regular tenant satisfaction surveys has been undertaken and the outcomes will influence changes to future tenants surveys.</p> <p>Transport:</p> <p>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. Plans are in</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>place for an infrastructure upgrade to improve accessibility of bus stops. The Council print a series of area based Public Transport Guides and all are made available in large print either in hardcopy format or via the Council website.</p> <p>The Council is increasing the number of bus shelters with lighting, including the use of solar powered lights at rural locations. Four of the main rural bus routes were converted to operation by predominantly wheelchair accessible buses, including those linking Highland Perthshire and intermediate villages with Perth City. The buses are fully compliant with UK Government legislative standards making them more accessible for all bus users.</p> <p>Within the City of Perth a successful partnership bid with Stagecoach enabled the improvement of the quality of bus services operating from North Muirton to the City Centre.</p> <p>On behalf of Transport Scotland the Council is responsible for processing new applications for transport entitlement cards for people with disability. This is linked to Perth & Kinross Society for the Blind and templates have been locally enhanced to make them more customer focused.</p>
<p>3. <i>Eliminate harassment of disabled persons that is related to their disability</i></p>	<p>As an outcome of a Best Value Review for people with Learning Disabilities and autistic spectrum disorder, awareness raising sessions are taking place in schools to try to reduce incidences of name-calling and other forms of harassment. The ACE Group (Enable) have been commissioned to support the Council in this initiative.</p> <p>Perth & Kinross Community Safety Strategy includes a commitment to protect all</p>

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	<p>Vulnerable Groups.</p> <p>Perth & Kinross Racist Incident Multi-Agency Panel is currently considering a proposal to widen the remit of the group from race/racist incidents to include all vulnerable individuals and groups. This includes people with disabilities and will enable reporting of incidents and allow partners to identify preventative and response strategies and procedures.</p> <p>Human Resources – Monitoring of employment related harassment cases has been extended to identify reports relating to disability.</p> <p>Education & Children’s Services provides training opportunities through a programme of training opportunities. The mediation service has been continued to support parents with children who have a disability.</p>
<p><i>4. Promote positive attitudes towards disabled persons</i></p>	<p>Training materials and awareness raising information provide positive images of people with disabilities to highlight and create awareness of the contributions that people with disabilities make to the organisation and to society.</p> <p>Publications including “In the Picture” newsletter incorporate positive news articles on people with learning disabilities and autistic spectrum disorder who have had a successful achievement in sport as well as articles about people with learning disabilities and autistic spectrum disorder in employment.</p> <p>The Council employability strategy highlights the positive contributions that people with disability can make and is linked to the NHS Tayside Health and Social Care Academy</p>

Disability Discrimination Act 2005 Six strands of the Disability Equality Duty	Perth & Kinross Council Actions taken to meet the Disability Equality Duty
	<p>project which has been established to encourage employment opportunities for people who have been excluded from the workplace in the past.</p> <p>To help staff to develop positive attitudes towards people with sensory disabilities, training has been provided for front line staff.</p>
<p><i>5. Encourage participation by disabled persons in public life</i></p>	<p>Children with disability have been 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>A group has been established to help identify ways to support people with learning disabilities and autistic spectrum disorder into work and funding has been set aside for an employment project to help adults with mental disabilities into work.</p> <p>Significant improvements to access paths at a number of local beauty spots is opening up the countryside for more people with disabilities.</p> <p>An event - "Your Right to Vote" was organised for people with learning disabilities and autistic spectrum disorder prior to the recent Scottish elections. This helped to raise awareness of the voting process.</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>Portable and fixed loop systems are being incorporated into Sheltered Housing and</p>

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	<p>communal lounges and are available for community and tenants group meetings.</p> <p>Out of school care for children with disabilities, including holiday schemes, have been introduced. Parents of children with additional needs have been involved in the development of the new Parental Involvement Act and this has influenced the way that the service now approaches parents of children with special needs.</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>Physical access has been given a priority in relation to the new schools building programme.</p> <p>The Welfare Rights Team actively champion the rights of those with disability in relation to accessing benefits and income.</p> <p>Arrangements for involving people with disability in meetings include providing meeting venues which provide full access for people with a range of disabilities and provision of easy-read minutes for meetings where their service users with Learning Disabilities attend.</p> <p>At a recent School Training Day, managers across all services considered ways to better support children with disabilities, with a particular emphasis on early years.</p> <p>Community Care Service is committed to the ethos of person-centred planning for people with learning disabilities and autistic spectrum disorder.</p> <p>A garden maintenance scheme has been developed which is made available at a nominal charge for Council tenants with a disability.</p>

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	<p>Operational links have been established with the improvement team, community care teams who are responsible for Occupational Therapy assessments and Social Care officers. This will enable professional support to be provided for tenants with specific need when their homes are being refurbished.</p> <p>The 'Care and Repair Scheme' and the Repairs Service carry out adaptations for Council tenants and home owners free of charge.</p>