

Final Disability Equality Scheme Draft Action Plan

Sub Ref	Ref to Other Action Plans	Action	Success Criteria & Outcomes	Priority	Officer Responsible	Start Date	Finish Date	Resources	Progress
COMMUNICATION									
DES 1		Develop and maintain the disability information on the council's website	Information available to disabled people to access services	M	Tim Greaves	Jan 2010	Dec 2012	WER	
DES 2	HR Service Plan	Publish, and promote Disability Equality Scheme internally and externally with a summary leaflet	Availability and awareness of the scheme internally and externally	H	Linda Brown/Tim Greaves	Jan 2010	Dec 2010	WER	
DES 3	Service Plan/ Team Plans	Incorporate actions relating to equality (including disability equality) into the service planning process by means of the Vale Equality Scheme	Business plans identify relevant equality actions relating to the service	M	Bev Noon/Nicola Hinton/Tim Greaves	Jan 2010	Dec 2012	WER	

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DES 4		Publish an annual report on disability (except in years where the scheme is being updated).	Improve availability of information to disabled people	M	Linda Brown	Jan 2011	Dec 2012	WER	
CORPORATE									
DES 5	RES	Revise the timetable and content of key policies for impact assessment and progress the assessments	Equality impact identified and policies amended	H	Tim Greaves	Jan 2010	Dec 2012	WER	
DES 6		Arrange disability equality training for staff with extra courses to be provided in British Sign Language, lip reading, and in disability issues for call centre staff	Staff are aware of their responsibilities and are equipped to deal with customers appropriately	H	Sarah Jones	Jan 2010	Dec 2012	Equalities Training budget	

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DES 7		Arrange for training in Mental Health issues in conjunction with MIND	Ensure that staff are trained to deal with this mental health issues	H	Nicola Hinton	Jan 2010	Dec 2012	WER	
DES 8		Work with ABCD Cymru to understand the needs of young, disabled, BME people	Awareness raised and views taken into account		LB/TG	Apr 2010	Dec 2012	WER	
DES 9		Work with Social Services to ensure that the needs of residents with autism are met	Autism issues included in disability equality training, and awareness raised		LB/TG/KI	Sep 2010	Dec 2012	WER	
DES 10		Ensure that managers are trained on Equalities issues in particular those managers involved in Recruitment and Selection	Disability equality identified as a training requirement for relevant employees	M	Allan Williams/ Sarah Jones	Jan 2010	Dec 2011	WER	

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DES 11		Ensure that the requirements and audit measures in the procurement process are implemented with regard to third party contractors requirement for disability equality	Improved service from contractors in relation to disability equality	M	Helen Smith	Apr 2010	Dec 2012	WER	
DES 12		Provide clear guidelines to managers on the collection and analysis of disability monitoring data.	Relevant monitoring information is received on an annual basis.		TG/LB/NH	June 2010	Dec 2012	WER	

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DES 13		Examine, with the Welsh Local Government Association, the feasibility of introducing performance measures.	Performance measures identified and targets set.		LB/TG/BN	Apr 2011	Apr 2012	WER	
HUMAN RESOURCES/EMPLOYMENT									
DES 15		Ensure that successes are highlighted in recruitment by production of promotional material	Prospective applicants are aware of the culture within the Council and are encouraged to apply for posts	M	Adrian Unsworth /Tim Greaves	Jan 2011	Dec 2011	WER	
DES 16		Review advertising strategies to encourage disabled people into the workplace	Advertising is targeted in the right areas	M	Adrian Unsworth	Sep 2010	Mar 2011	WER	

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DES 17		Develop a structured plan in conjunction with Remploy to attract more disabled people for interviews	More disabled applicants ready for interview	M	Linda Brown/ Adrian Unsworth	June 2010	Dec 2010	WER	
DES 18		Carry out a further equality impact assessment of the Management of Attendance Policy	The Council is able to assess the effect on disabled employees	M	Adrian Unsworth /Tim Greaves	Jan 2011	June 2011	WER	
EDUCATION AND LIBRARIES									
DES 19		Provide advice and guidance to schools on developing Disability Equality Policies	Schemes renewed in April 2010	M	Linda Brown/ Tim Greaves/ Caroline Rees	Feb 2010	Apr 2010	WER	

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DES 20		Review and monitor Schools Accessibility Strategy	Progress with actions within the strategy	M	Caroline Rees	Feb 2010	Apr 2012	WER	
DES 21		Investigate the possibility of improving access for disabled users to the County Library in Barry, from the designated parking bays adjacent.	Improved access to the County library in Barry for disabled users		Sian Jones/ Paul Scourfield	June 2010	Dec 2010	WER	
DES 22		Examine parking facilities for disabled users at Penarth Library	Improved parking facilities for disabled library users		Sian Jones/ Paul Scourfield	Sept 2010	Dec 2010	Capital funding	
DES 23		Ensure that staff are reminded of their responsibilities for management of buildings	Staff are considerate of access needs.		Sian Jones/ Paul Scourfield	June 2010	Dec 2010	WER	

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ECONOMIC DEVELOPMENT AND LEISURE									
DES 24		Promote activities provided by the Council's Disability Sports Initiative to attract new disabled service users	Increased participation in the disability sports initiatives	M	Karen Davies	Oct 2010	Feb 2011	WER	
DES 25		Promote leisure centres improved access facilities	Information on access facilities of leisure centres available to the community		Dave Knevett/ Rob Phillips/ Tim Greaves	July 2010	Nov 2010	WER	
DES 26		Install a new hoist at the main pool in Barry Leisure Centre	Hoist installed and operational		Jamie Morgans	June 2010	Dec 2010	Capital funding	
DES 27		Promote accessibility of planning documents	More information on accessing planning documentation available to consultees	M	Marcus Goldsworthy/ Emma Harvey/ Tim Greaves	June 2010	Sep 2010	WER	

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ACCESS TO BUILDINGS AND FACILITIES									
DES 28		Implement the programme of work to improve accessibility of public buildings	Progress with access work on public buildings	H	Paul Scourfield	Jan 2010	Dec 2012	WER	
DES 29		Provide training for those managers responsible for maintenance of buildings.	Continued improvement with access to buildings	H	Paul Scourfield	Jan 2010	Dec 2012	WER	
DES 30		Ensure that the design of first-contact reception areas involves disabled people in the design	To ensure disability equality is considered in any frontline services	M	Tony Curliss	Jan 2012	Dec 2012	WER	

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DES 31		Conduct an equality impact assessment of the proposed civic amenity site at Atlantic Trading Estate.	Site is accessible to disabled customers.	M	TG	Jan 2011	Dec 2011	WER	

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TRANSPORT									
DES 32		Provide an information report to Licensing Committee setting out national government plans and timescales in respect of Part V Section 32 of the DDA (taxi accessibility) and (ii) introduction a policy requiring vehicles to be wheelchair accessible	Licensing Committee made aware of the issues and are able to make any policy changes required	H	Aneurin Hughes/ Tim Greaves	Jan 2011	Dec 2012	WER	
DES 33		Produce details on the Council's website of VoG companies that provide accessible taxis	Details available on website and from offices on request	M	Aneurin Hughes/ Tim Greaves	Apr 2010	Apr 2011	WER	

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DES 34		Community Transport to investigate the viability of 'shopmobility' schemes in VoG towns.	Production of a detailed report	M	Emma Harvey	June 2011	June 2012	WER	
DES 35		Work with Network Rail to ensure that the proposed new platform at Barry Station is accessible	Provision of accessible platform	M	Emma Harvey	Apr 2011	Dec 2012	WER	
DES 36		Work with Social Services to consider the inclusion of non-driving disabled badge holders in the current, designated-disabled parking bay allocation arrangements	Increased opportunity for disabled badge holders to apply for parking bays	M	Paul Gay/ Head of Adult services	April 2010	March 2011	WER	

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DES 37		Involve disabled people in the next review of designated parking bays on the highway, including an audit of current provisions	The views of disabled people are known and taken into account	M	Paul Gay	June 2010	Dec 2012	WER	
DES 38		Improve management of accessible parking spaces at council premises for disabled employees and visitors, including the provision of clearer signage	Disabled parking bays used more appropriately and disabled visitors will be better informed of parking facilities	M	Simon Bowden	June 2010	Dec 2010	WER	

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DES 39		Advise private bus companies on difficulties experienced by disabled users.	Appropriate use of access facilities.	M	Emma Harvey	Sept 2010	Dec 2010	WER	
DES 40		Review programme of installation of dropped kerbs	Improved access for disabled people.		Andrew Loosemore	Sept 2010	Dec 2010	WER	

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HOUSING									
DES 41		Complete and publish a housing register for suitably adapted Council properties and arrange for relevant disability equality training for the staff involved	Improved information available on adapted properties	H	Rob Lucas/Mike Ingram	Jan 2010	Dec 2010	WER	
SOCIAL SERVICES									
DES 42		Review the Terms of Reference of the Appeals committee for social services charges	The Council will ensure that appeals are dealt with in a fair manner	H	Carys Lord/Jeff Wyatt	April 2010	Mar 2011	WER	
DES 43		Provide Disability Equality training (including information on the social model) to frontline Social Services staff	Improved awareness of disability equality issues		Linda Brown/Sarah Jones	Jan 2010	Dec 2011	WER	