

Disability Equality Scheme 2009 to 2012



MANCHESTER
CITY COUNCIL

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Foreword

For over 20 years Manchester City Council has been a leading authority in tackling the causes of inequality and demonstrating the benefits that inclusivity bring to the success of a city.

We are justifiably proud of this track record. This Disability Equality Scheme is one element of Manchester's approach and commitment to embed equality and inclusion for disabled people throughout all our services.

We are committed to providing the highest level of leadership for this agenda. This is essential to ensure the success of this scheme and make sure that promoting equality for disabled people becomes part of the 'way we do things'.

The Council also has an important role to play in partnership with our key stakeholders. These include individual disabled people, and their organisations. We can only be sure of success if we have the direct involvement of disabled people in helping shape the agenda.

I welcome this scheme and look forward to helping deliver real equality of opportunity for all disabled people in Manchester.

Councillor Val Stevens
Deputy Leader
Executive member for Equality and Diversity



Introduction

This document is Manchester City Council's second Disability Equality Scheme. This scheme sets out the Council's commitment to embedding the Disability Equality Duty across the authority for the period 2009 – 12. This commitment is set out in the action plan towards the end of this document and highlights how we intend to promote equality of opportunity for disabled people in our services, policies and employment practices.

For Manchester City Council, equality and diversity extends beyond just meeting statutory obligations. Indeed, the concept of tackling inequality is nothing new to Manchester and we are proud of our diverse populations. Only by truly understanding the rights, requirements and expectations of our diverse communities can we really deliver exceptional services.

Therefore this scheme, in conjunction with our ongoing work to tackle inequality in race, gender and sexuality forms a strong basis for Manchester to continue to be a welcoming and inclusive city.

This document has been divided into five sections, the first section The City Context, creates a picture of Manchester and provides some key facts about BME communities living in the city. Section two, The Legal Context, sets out the general and specific duties and new and emerging equality legislation that will impact upon race equality in the future. Section three, Local Evidence Base, highlights how we have identified our key priorities and ways in which we have gathered information and consulted and involved stakeholders. Section four, Strategic Governance and Delivery, illustrates how this scheme is linked into internal and external frameworks working to ensure we deliver equality as a provider of services and as an employer. Section five, Priorities for 2009 – 2012, highlights how the new Equalities Framework for Local Government provides a structure for the strategic priorities for this scheme.

Section one: the city context

1.1 The City and Community Strategy

Manchester City Council provides services to 441,200 diverse people and is the sixth largest Metropolitan district outside London. Part of the council's vision as set out in the Community Strategy 2006 – 2015 is to:

“...create a city with people that are highly skilled, motivated and wealth creating. The population will contribute to, and benefit from, Manchester's success, with everyone achieving their full potential and having a great sense of participation and wellbeing”.

The strategy identifies three 'spines' which are the core drivers of success for the city and underneath which our priorities are grouped:

Spine 1: Reaching full potential in education, skills and employment

Our Priorities:

- Routes into work for young people
- Raising resident wages and skills and increasing employment
- Improving education with better attainment and attendance
- Supporting positive parenting
- Promoting health and wellbeing
- Encouraging cultural involvement to enable individual change

Spine 2: Individual and collective self-esteem

Our Priorities:

- Promoting aspiration, wellbeing and happiness
- Building social capital
- Supporting vulnerable residents
- Promoting and supporting community cohesion
- Developing localised and personalised services in partnership with residents and organisations

Spine 3: Neighbourhoods of Choice

Our Priorities:

- Quality sustainable physical environment

- Safer communities
- Quality and choice of housing
- Developing locally focused services
- Encouraging and supporting cultural activities to promote local ownership of neighbourhoods
- Developing a sense of place and community pride
- Cleaner and greener city

The city has a high concentration of social problems and is ranked the third most deprived district in England. Some 28.8% of the city's population of working age are claiming key benefits. Manchester City Council is committed to tackling these issues and recognises that disability equality plays an important part in the development of a 'world class' city.

One way in which this history of innovation can be continued is via the delivery of the Community Strategy and in supporting the aims of the Directorate of Transformation (DoT).

1.2 The Council

Manchester City Council is an organisation that is equally ambitious with plans in place to transform the way in which we deliver services in order to be as accessible, responsive and effective in meeting the needs of our customers and residents. Over the next five years the council will be delivering a broad portfolio a broad portfolio of projects and programmes to support the vision for service improvement across the council, and ultimately the vision of the Community Strategy. The vision is captured in the following three key strategies:

The Customer Strategy – will deliver effective services through improved customer focus

The Information Strategy – will enable us to deliver intelligence led services and drive up performance

The ICT Strategy – will exploit the full potential of ICT to deliver the most effective and efficient services to customers using the latest technology.

Collectively, these strategies are referred to as the Service Transformation Strategies. In addition there are a number of other key drivers for change:

The Neighbourhood Strategy: will enable us to deliver seamless services to customers

The Town Hall Transformation Project – this project will transform the way we use space, technology, manage our people, the way we communicate and the way we work and will demand changed behaviours from all of us.

The People Strategy – will support both the development of skills and capacity within our workforce and the employability of Manchester residents.

These strategies are subject to on going consultation with staff and residents supported through the equality impact assessment process.

1.3 Core Values

The Council works to a series of core values which underpin our equality schemes.

Firstly, we have pride in our city and the contribution we can all make to its continued success. But this success is dependent on the strength of our diverse neighbourhoods and communities. We want all our communities to thrive and be sustainable. As a public service provider we do of course place people (our customers) at the heart of everything we do. To meet high customer expectations we need to act with speed, efficiency and respect. Excellent customer service also means being accountable to, and communicating clearly with, residents, employees and our partners. Finally, we value our employees who represent the public face of the Council. We will work to support and encourage their development to deliver better services.

1.4 Disability overview

We are proud that Manchester has a history of innovation in respect of disability issues. As a city it has long been recognised as a 'hub' for the disabled people's movement and is well served by a number of disabled people's organisations. Key achievements include:

- the first city to provide accessible black cabs
- hosting the first accessible Commonwealth Games
- the first local authority to establish equality posts designated for disabled people.

However, disabled people still experience serious disadvantage and discrimination. National research reveals that:

- 50% of disabled people of working age are in employment, compared to 80% of non-disabled people
- disabled people are twice as likely as non-disabled people to have no qualifications
- disabled people are four times more likely to be victims of crime than non-disabled people.

Section two: The legal context

2.1 Introduction

This document deals with disability equality and the rights and requirements of disabled people. Much of this is underpinned by specific legislation such as the Disability Discrimination Act (DDA) 1995 and 2005.

The DDA 2005 confers two duties on public bodies in the United Kingdom. These are:

2.2 The General Duty

When carrying out their functions, the General Duty requires all public bodies 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 Disability Discrimination Act.
- Eliminate harassment of disabled persons that is related to their disabilities.
- Promote positive attitudes towards disabled persons.
- Encourage participation by disabled persons in public life.
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably.

2.3 The Specific Duties

The specific duties require certain public bodies (including all local authorities) to produce a Disability Equality Scheme.

A Disability Equality Scheme essentially packages the key requirements of the Disability Equality Duty into a coherent strategy and action plan. It will help authorities to meet the overarching General Duty. The scheme sets out how the Council intends to meet its obligations under the Act.

For further information on the Disability Equality Duty visit:
www.dotheduty.org

However, it should be noted that the forthcoming Single Equality Act (see below) will change the general and specific duties relating to disability. This scheme will be amended as necessary when the Act becomes law.

2.4 New and emerging legislation

As mentioned above, the law around equalities legislation is changing and a new Equalities Bill is being considered by Parliament. This bill proposes a Single Equality Duty, in which public bodies such as Manchester City Council will produce one equality scheme covering all six equality strands (disability, race, gender, age, sexuality and faith and belief). This duty is likely to become law in 2011. While many other public bodies are already publishing single schemes the Council is continuing to publish specific schemes. This decision was based on consultation with community groups in 2008.

Disability equality in the Council is also informed by other policy initiatives. We are currently exploring the Right to Control programme. This is a government initiative (led by the Office for Disability Issues) and is about disabled people having control over the support they need to live their lives. It also involves public bodies streamlining the funding and support they provide to disabled customers and improving the customer 'experience' when accessing services. Right to Control could potentially lead to significant changes to how the Council and its partners deliver their services.

Section three: The local evidence base

3.1 The Communities of Interest report

A key aim of the Disability Equality Scheme is to understand what actions are needed to promote and deliver equality for disabled people across the city.

To help us develop this understanding Manchester City Council has produced its first Communities of Interest report, based on local and national evidence and consultation. The Communities of Interest report is one aspect of the Manchester Partnership's commitment to understanding its communities better, with a particular focus on equality groups. It follows from a suite of reports that focus on Manchester, including the Story of the City, Manchester's State of the City Report, and Manchester's State of the Wards Report. Together they provide an annual evidence base for decision-making and priority setting by Manchester City Council and its partners. The primary focus of the first year of this report is on race, disability, gender, including transgender, age, sexuality and religion or belief.

The disability section of the Communities of Interest report was delivered in partnership with Breakthrough UK's Policy Think Tank, a collective of disabled academics and policy makers and a key partner of the City Council. A key aim of the disability section was to address the lack of social model knowledge about disabled people and their experiences. Much of the current information relates only to disabled people and their medical conditions. This approach does not reveal what disabled people need to achieve independent living.

The Communities of Interest report identifies a set of priorities for each equality group based on local and national research and consultation. The following priorities were identified for disability:

- Tackling hate crime
- Improving disabled people's access to education and employment
- Improving access to public transport
- Identifying the number of accessible homes in Manchester.

A copy of the Communities of Interest report 2009 to 2010 can be obtained from www.manchesterpartnership.org.uk.

3.2 The Social Model of Disability

In the 1980s Manchester City Council adopted the social model of disability. The social model of disability has come about as disabled people and their own organisations have challenged the traditional view that they are disabled by their individual conditions of mind, body or senses (impairments).

The social model of disability is best defined in the following statement:

Disability is the disadvantage or restriction of activity caused by a society that takes little or no account of people who have impairments, and thus excludes them from mainstream activity. Impairment is certain individual appearance or certain functional limitations of the mind, body or senses.¹

The actions contained in this scheme will be impact assessed to ensure that they meet the definition of the social model and contribute to independent living.

3.3 Involvement and Gathering Information

The main involvement forum for developing this scheme has been Manchester City Council's Disabled People's Engagement Network (DPEN). The DPEN is a recent group, having first met in November 2008 and replaced the previous Access Review Forum. It is made up of local organisations of disabled people as well as the Corporate Disabled Strategic Staff Group. The DPEN has a remit to oversee Council strategy and monitor the development and implementation of this scheme.

Other groups involved in the development of this scheme include the Learning Disability Partnership Board and Physical Disability Partnership Board (both convened by Manchester City Council).

Information has also been provided via the Communities of Interest report (this will be built upon year by year). The Council is about to implement the Equality Framework for Local Government and deliver new systems for embedding equalities within business planning. This will also help to generate information as research,

¹ Credit: Union of Physically Impaired Against Segregation 1976: this wording copyright Breakthrough UK Ltd

mapping of communities and involvement are key elements of each.

3.4 Summary of key areas of progress since the last Disability Equality Scheme (2006-09)

Since the last Disability Equality Scheme the Council has continued to progress the disability equality agenda. Notable achievements include:

- The successful delivery of the Aiming High for Disabled Children programme.
- The Council continuing to target Blue Badge abuse, with a 100% successful prosecution rate.
- The Council becoming a leading authority in the implementation of Individual Budgets.
- Service user involvement has been embedded within the Commissioning Strategy.
- The Corporate Disabled Strategic Staff Group has been re-established.
- The formation of the Disabled People's Engagement Network.

Section four: Strategic leadership and governance

4.1 Leadership and Performance Management

Manchester's suite of 'State of the City' reports, provide the core evidence base for decision making in the Council and with its partners, including the Community Strategy and Corporate Plan. The 'State of the City: Communities of Interest' report, provides the specific evidence base on the six equality strands of race, disability, sexuality, gender, religion and belief and age. This document informs the Council's response to equality issues and specifically its statutory duties, including the publication of Gender, Race and Disability Equality Schemes.

Through the Council's Corporate Business Planning Process, services identify and respond to equality issues highlighted by the schemes, producing an Equality Action Plan, as part of the annual Business Plan document.

To ensure effective delivery of the council's ambitions around equality, the following leadership and governance arrangements are in place;

- The Deputy Leader of the Council and Deputy Chief Executive each have explicit responsibility for all elements of equalities and diversity at a political and officer level respectively. In addition, Lead Members and officers are in place for all equality strands, including, disability, gender, gay men and lesbian issues. Their role is to promote equality and diversity and challenge progress across the council and the city.
- Strategic Management Team Sub Group - Use of Resources and Governance - This team has a strategic remit, on behalf of the City Council Management Team, to coordinate and support the development and delivery of all equality schemes, ensure we meet our legal duties, and provide leadership and strategic development of our approach.
- Corporate Equality Improvement Group - This consists of equality representatives from all services together with

members of the corporate team responsible for equality issues. It meets bi-monthly to consider the strategic equality and diversity challenges we face as a council, how effectively we are tackling these and what we need to do to improve. It also has responsibility for monitoring progress against the equality action plan and hold teams and individuals to account for delivering the activities set out in the plan.

- The Disabled People's Engagement Network has a remit to oversee the development of Council policy and will monitor the implementation of this scheme.

4.2 Equality Impact Assessments

We have a duty to publish in this Disability Equality Scheme, a list of the Council's functions and services that we have assessed as relevant to the duty to promote equality for disabled people. 'Functions' means our duties and powers. A list of the functions and services that we have assessed as relevant can be found in appendix 1.

We use the process of Equality Impact Assessment (EIA) to ensure that we assess and consult on the likely impact of our proposed functions and services in promoting equality. An EIA is a process by which a policy or service is examined to see if it has a negative or positive impact on certain particular groups. This form of assessment is crucial to understand:

- How services and policies impact on customers
- Whether services and their associated policies are fit for purpose

The Council has recently revised its equality impact assessment toolkit for departments, in conjunction with a 'train the trainers' support package. This will be rolled out across the authority, in tandem with business planning guidance, to ensure that equality impact assessments are an integral part of business design, delivery and review.

The list of priority EIAs for the period 2009/10 can be found in appendix 2. In addition all new or changing services or functions will be subject to an EIA. In addition, new policies are reported to the Executive for approval. When we report to the Executive we

use a standard report which must include details of the Equality Impact Assessment screening which has been carried out on the policy.

4.3 Publication and Access to Information

We recognise the importance of public access to assessment, consultation and monitoring activities for the Council's performance. This openness will help to increase customer confidence and improve staff morale. The Council currently publishes a wide range of information for residents, for example Manchester People, a quarterly newsletter sent to all residents, and the Ward Newsletters sent to all residents bi-annually. In addition, the following key documents are published on our website:

- The Manchester Way, Community Strategy
- State of the City Report
- State of the Ward Report
- State of the City: Communities of Interest Report
- All statutory equality schemes

We will also make information available on request. Information about how to contact us is included at the beginning of this Scheme.

4.4 Training and Employment

Employment monitoring – Disabled, black and minority ethnic and female staff levels are monitored at all grades on a monthly basis. This information feeds into the annual business planning process. In addition lesbian, gay and bisexual staff representation is monitored at all grades and feeds into the LGBT (lesbian, gay, bisexual and transgender) Development and Interdepartmental groups.

Staff groups – The LGBT staff group feeds into the LGBT development group and Interdepartmental strategic group. The Corporate Disabled Strategic Staff group feeds into the multi-agency Disabled People's Engagement Network.

Jobs Fairs - In 2008 we held jobs fairs targeting disabled, BME and LGBT people.

Training - we provide 'Making a Difference' equality and diversity training to staff at all levels. "Making a Difference' is a blended

programme which includes an online (e-learning) element, together with a classroom-based programme. Outlines for these programmes are available here:

<http://www.mcc/learning/corepolicies/cex/cxcpeds.htm>

4.5 Procurement and Commissioning

Many of the services and functions provided by the Council are carried out through contracts with private companies and voluntary organisations. Equality requirements are part of the standard terms and conditions which every contractor must abide by, with further specific equality requirements to contracts where relevant.

Over the past year the Council and its partners have developed a new Commissioning Strategy – The Manchester Model. This will help the Council identify and purchase the right services.

This is very important in making sure that our services reflect the needs of our communities. Further work will take place over the next year to make sure the Commissioning Strategy is understood by all Council departments. We will also train our commissioning managers so that the importance of involving service users is understood.

4.6 Action Planning and Delivery

Monitoring of the action plan will take place on an ongoing basis. Annual progress reports will take place at the end of October 2010, and 2011 and in the revised scheme in October 2012

On going scrutiny and community involvement will continue with the Disabled People's Engagement Network, Corporate Disabled Strategic Staff Group, Physical Disability Partnership Board and Learning Disability Partnership Board.

Section five: the Equality Framework for Local Government

5.1 Priorities for 2009 - 2012

Manchester City Council has adopted the new equality performance and improvement framework led by the Improvement and Development Agency for Local Government (IDeA). The Equality Framework for Local Government (EFLG) builds on the strengths of the Equality Standard for Local Government, adopting a simpler, smarter and proportional and relevant approach. The new framework has three levels of achievement for authorities to benchmark their success.

- 1. A Developing Authority** – understanding the importance of equality
- 2. An Achieving Authority** – developing better outcomes
- 3. An Excellent Authority** – making a difference

The new framework is based on a wider more aspirational definition of equality focussing on what we can do to create a fairer society. The framework includes five performance areas with specific actions for authorities to assess their progress. Manchester has built its five strategic key priorities for this scheme based on the five areas of the EFLG.

1. Knowing your communities and equality mapping

The EFLG recognises that this priority will provide the evidential base for other work on community cohesion and customer care and will be the basis for work on the public sector duties and the Comprehensive Area Assessment. Quality data and information about our staff and customers is essential for us to understand the impact our services have on our communities and the experience of our staff.

2. Place shaping, leadership, partnership and organisational commitment

Under this priority the framework requires evidence of organisational commitment in terms of resource allocation, compliance with public duties, democratic engagement, scrutiny, service planning and procurement. The framework also recognises the importance of partnership working with local primary care trusts, the police, fire and rescue services and the voluntary and community sector through the Local Area Agreement structures. Manchester has a history of

strong political and strategic leadership on equality issues. Manchester understands that partnership working is key to developing a richer picture of equality issues and barriers to reaching full potential and will further develop existing political strategic scrutiny of the schemes and associated actions. It is essential that our procurement processes are robust enough to ensure that services we procure promote equality and seek to eliminate discrimination.

- We recognise that cohesive empowered communities involved in political life is an essential part of achieving equality in Manchester

3. Community engagement and satisfaction

The EFLG recognises that communities of place are not always synonymous with communities of interest and feel its important that communities of interest are involved in decision making as well as service and workforce planning. This year Manchester produced the first Communities of Interest report for the city outlining some of the barriers our communities of interest face, this scheme will address the barriers identified in the disability section.

4. Responsive services and customer care

The framework specifics the particular importance of a robust process for equality impact assessments and the implementation of action plans, equality proofing of procurement and commissioning and the monitoring of access to services. Manchester is committed to ensuring services are designed and delivered to meet our diverse residents needs.

5. A modern and diverse workforce

The framework looks at ensuring that:

- Relevant equality objectives are built into workforce strategies
- An understanding of the local labour market and the barriers equality groups face informs the setting of equality employment objectives
- All major employment policies are equality assessed
- Plans are in place to improve representation at senior levels of women and BME officers

- Training and development programmes address equality issues
- There is effective action to address equal pay
- There is a workplace culture in which staff are treated with dignity and respect

Manchester City Council has a long history of working towards attracting a workforce that is representative of the diverse city. There are a number of initiatives in place to support this aim. Only with a diverse workforce will Manchester be able to achieve its ambitious vision to provide responsive personalised services.

Section 6: Disability Action Plan

This action plan contains three year strategic targets underpinned by actions to be achieved over a 12 month period, as agreed in consultation with the Disabled People's Engagement Network. These targets have also been aligned with the 5 strategic objectives of the Equality Framework for Local Government.

These objectives will be reviewed every year, in partnership with the DPEN and reported on in the Communities of Interest report.

Strategic objective 1- Knowing your communities and equality mapping

1) Target:

Develop a corporate system for collecting consistent equality monitoring information across the authority.

Activities:

Support the integration of equality fields into the Customer Relations Management System.

Officer responsible:

ICT, Research and Intelligence & the Service Improvement Team

Deliver by:

June 2011

Outcome:

Have reliable equality monitoring data on residents accessing services that is only collected once.

2) Target:

The 2010/11 Communities of Interest report will map in more detail how our communities are a) physically located and b) developing. Key barriers, priorities and requirements of disabled people will also be captured. This will inform the DES, RES and GES as part of the annual review process.

Activities:

- Analyse current information held by the Council and identify gaps of knowledge.
- Work with out partners to determine the requirements of new and emerging communities.
- Undertake specific work researching the requirements of people who identify with more than one equality group.
- Publish a detailed Communities of Interest report in 2010 highlighting the findings of the research.

Officer responsible:

Service Improvement Team

Deliver by:

July 2010

Outcome:

Greater knowledge of the rights and requirements of our diverse communities informs our equality and business planning processes.

3) Target:

Manchester's new Access Panel to have successfully delivered a programme of work increasing the accessibility of the city to all disabled people.

Activities:

Establish a new 'Access Panel'. The key aims will include:

- Reviewing the 'Access 2000' Strategy.
- Benchmarking Manchester against other accessible European cities.
- Identifying the key indicators needed for a city to be truly accessible.
- Clarify the roles and responsibilities of key Council departments in improving the physical and built environment for disabled people.
- Publish a comprehensive access guide to the city

Officer responsible:

Dean Cavanagh

Deliver between:

Sep 2009 and Dec 2010

Outcome:

Overall access to the built environment is improved for disabled people.

Strategic objective 2 – Place shaping, leadership, partnership and organisational commitment

4) Target:

The Council develops and delivers a programme of information and training to under-represented groups to become more involved in civic and public life.

Activities:

- Train Ward Coordinators in equality and diversity issues.

- Examine diversity of resident and neighbourhood groups at ward level.
- Engage with under-represented and equality groups to identify barriers to their participation in civic and public life.

Officer responsible:

Organisational Improvement and Service Inclusion Team and Ward Coordinators

Deliver by:

September 2010

Outcome:

Barriers to participation in public life are removed and the city benefits from more people from equality groups taking up civic and public posts.

5) Target:

Council contractors, commissioned services and grant receivers regularly review their services and access to them to ensure they continue to be appropriate and accessible.

Activities:

- Train procurement and contract management officers in equality and diversity priorities.
- Council's service equality objectives are delivered by contractors and service providers through contract management.

Officer responsible:

Organisational Improvement and Service Inclusion Team

Delivery by:

Outcome: Procurement officers all attend and complete Equality and Diversity training, tendered services are clear on their responsibilities with regard to equal opportunity practices, the contract management process includes terms and conditions related to Equality and Diversity practices and contracted services provide appropriate and accessible services to all of Manchester's communities

6) Target:

Build on the revised Equality of Opportunity in Service Provision policy.

Activities:

Involve the DPEN, disabled staff group and both partnership boards on the changes.

Officer responsible:

Organisational Improvement and Service Inclusion Team

Deliver by:

Mar 2010

Outcome:

Publication and implementation of a new Equality of Opportunity in Service Provision policy.

7) Target:

Ensure disability equality is embedded within the new Commissioning Strategy.

Activities:

Work with the Commissioning Steering Group to embed disability equality within the strategy.

Officer responsible:

Tom Raines

Deliver by:

Sep 2010

Outcome:

Commissioning Strategy reflects the rights and requirements of disabled people.

Strategic objective 3 – Community engagement and satisfaction**8) Target:**

Reduce the incidences of disability hate crime in the city and raise awareness of the issues amongst disabled and non-disabled people.

Activities:

- Establish a partnership with the Greater Manchester Crown Prosecution Service.
- Develop a project aimed at children and young people, delivered in schools, to raise their awareness of disability hate crime and the impact it can have.
- Work in partnership with the Crime and Disorder Reduction Partnership to raise awareness of disability hate crime at a neighbourhood level.

Officer responsible:

Tom Raines / North West Crown Prosecution Service / Crime and Disorder Reduction Partnership.

Deliver by:

Sep 2010

Outcome:

Partnerships established, schools based project in early stages of delivery.

9) Target:

Aiming Higher for Disabled Children: to significantly increase the number and range of short breaks available to disabled children, young people and their families.

Activities:

- Improve data collection database so that access to Short Breaks can be proactively monitored.
- Commission new short breaks from range of providers.
- Ongoing engagement of disabled children, young people and their families in shaping short breaks provision in Manchester.
- Ensure staff delivering short breaks have skills and confidence to meet needs of disabled children and young people.
- Pilot individual budgets for Short Breaks.

Officer responsible:

Kath Smythe, Children's Services

Deliver by:

Sep 2010

Outcome:

The choice and independence of disabled children and their families is increased and short break provision improves year on year.

10) Target:

Deliver Equality Impact Assessments of key strategic Housing strategies and explore feasibility of developing an accessible housing register.

Activities:

- Identified a number of strategic housing functions to be equality impact assessed (by December 2010).
- Research the evidence base for an accessible housing register (by March 2010).
- Work in partnership with the Disabled People's Engagement Network and the Strategic Housing Partnership to explore the key housing issues for disabled people (ongoing from September 2009).

Officer responsible:

Housing Policy Team

Outcome:

Disabled people have improved access to accessible housing, thereby improving their life chances and opportunities for independent living.

11) Target:

Learning Disability Partnership Board: Work in partnership to improve the quality of life for learning disabled people and family carers in Manchester.

Activities:

- Roll out annual health checks for learning disabled people.
- Develop an employment strategy for learning disabled people.
- Improve the process for children in transition to adulthood.

Officer responsible:

Andrea Libman

Deliver by:

Sep 2010

Outcome:

The health, well-being and life chances of people with learning disabilities are increased.

12) Target:

For Manchester and its partners to deliver a successful Right to Control trailblazer site, supporting the independence and empowerment of disabled people.

Activities:

- Submit a bid for Manchester to be a Right to Control trailblazer site. This will require:
- The writing of a briefing paper on the 'Right to Control' programme.
- The involvement of the DPEN in writing the bid. Led by Tom Raines and to take place in the September meetings and in individual meetings with member organisations.
- The involvement of disabled people accessing Individual Budgets and Direct Payments.
- Partnership working with Job Centre Plus.

Officer responsible: Tom Raines & Diane Eaton

Deliver between September 2009 and September 2010

Outcome:

Manchester delivers a successful Right to Control trailblazer with tangible, positive outcomes for the disabled people accessing the services.

13) Target:

By 2012 Manchester will have a thriving and sustainable Centre for Independent Living (CIL).

Activities:

- Identify a preferred bidder to lead on the development of a Centre for Independent Living in Manchester.
- Identify resources to support the preferred bidder.
- The preferred bidder will set up a partnership with key stakeholders (including other organisations of disabled people).
- Develop a long-term delivery plan for the CIL.

Officer responsible:

Tom Raines

Deliver by:

Mar 2010

Outcome:

Manchester has a successful CIL by 2012

Strategic objective 4 – Responsive services and customer care**14) Target:**

Council's commissioning and procurement processes take account of equality issues. Contracts include a requirement to deliver an effective and appropriate service fairly and equitably.

Activities:

- Training to procurement and commissioning staff on equality and diversity priorities and issues.
- Review of procurement and commissioning strategy to ensure that equality and diversity implications are considered and embedded.
- Contracts include statements and actions that include our equality objectives.

Officer responsible: Head of Corporate Procurement**Deliver by: March 2010**

Outcome: Contracts for commissioned and procured services demonstrate that equality objectives are delivered effectively and appropriately.

15) Target:

Embed equalities in the business planning process of the organisation.

Activities:

- Establish a new inter-departmental equality group.
- Linking equality priorities to business plan priorities.
- Deliver new business planning guidance that also contains equality planning guidance.
- Roll-out of Equality Framework for Local Government across the Council.
- Develop and roll-out a new equality impact assessment toolkit and timetable across the Council.

Officer responsible:

Organisational Improvement and Service Inclusion Team

Deliver by:

Mar 2010

Outcome:

All Council services demonstrate improved outcomes for embedding equalities within the design, delivery and review of their services.

16) Target:

Involve disabled people at each stage of the Town Hall and Central Library re-development.

Activities:

Involve organisations of disabled people and individual disabled service users in the relocation and refurbishments of the Town Hall Extension and Central Library.

Officer responsible:

Dawn Morris & Helen Hatcher

Deliver by:

Updates at regular DPEN meetings and CDSSG

Outcome:

Disabled people experience a seamless service despite the transition and refurbishment process.

Strategic objective 5 – Modern and diverse workforce**17) Target:**

To become an employer of choice for disabled people

Activities:

- To further explore with the CDSSG the commissioning of research to determine experiences of disabled staff working for Manchester City Council and develop appropriate action plans based on the findings of such research.
- To support in the development of the Corporate Disabled Staff Strategic Group & Disabled Staff Core Group. Through the work programme identified from the survey of disabled staff views.
- Review of current pilot undertaken to explore how disabled staff can be better supported in managing their personal assistants and consideration given to extension of the pilot dependant on the findings of this review.
- Identify trends in the reasons for disabled staff leaving

Officer responsible:

Corporate Personnel, Corporate Performance

Deliver by:

Sep 2010 / Dec 2010

Outcome:

The Council is seen as an exemplar employer of disabled people.

18) Target:

To ensure that the relocation process for disabled staff is accessible and inclusive.

Activities:

- Establish a sub-group of the Corporate Disabled Strategic Staff Group to work with Manchester Improvement Programme.
- The on-going delivery of equality impact assessments to monitor the programme for differential impact.

Officer responsible:

Dawn Morris, Helen Hatcher

Deliver by:

Sub-group by Sep 2009 and equality impact assessments to be monitored quarterly.

Outcome:

All disabled staff experience a smooth transition to the new location.

Appendix 1 - List of, services and functions assessed as relevant to the Disability Equality Duties

Childrens Services

Children Young People & Families

Aiming High for Disabled Children
Child Health & Disability Services
Family Support
Family Placement
District Based Social Work
Looked After Children Placement Provider
Homeless Families
CAFRAS
Safeguarding Improvement Service
Youth Service
Early Years
Extended Services to Schools
Play Service

Education

14-19 Education Services
Education Improvement Partnership
Governor Support Service
School Improvement Partnership
Strategic Commissioning - Education Services
Strategic Inclusion - Education Services
Traded Services

Strategy & Performance

Admissions
Business Change & Improvement
Business Support & Access
Management Support to Schools
School Org & Development

Corporate Services

Capital Programme Division

Capital Programme Group
Programme Management and Project Management Unit
Corporate Technical Services
Public Private Partnerships Unit

Framework One Team

Financial Management

Corporate Finance
Departmental Finance Support
Shared Service Centre and Payroll
Business Support
Internal Audit
Risk & Insurance

Corporate Personnel

Corporate Personnel contact
Departmental Personnel Services
HR Shared Service
Client Agency Group
Job Evaluation
Employee relations
Manchester Temps
Strategy and Change Management

Revenues and Benefits

Council Tax Administration
Benefits Processing
Fraud Investigations Group
Business Rates Administration

Corporate Property

Regeneration
Property Strategy
Corporate Property Support team

Corporate Procurement

Systems and Strategies Group
Procurement Operations Team
Contract Management and Benefits Realisation Team

Chief Executives - Performance

Corporate Performance and Organisational Development

Corporate Performance
Research and Intelligence
Organisational Development

Joint Health Unit

Valuing Older People
Health Intelligence
Teenage Pregnancy
Food Futures
Health and Regeneration
NHS Jobs
NHS Resources
Smoke Free Manchester

Crime and Disorder

Crime & Disorder Team
Drug & Alcohol Strategy Team
Youth Offending Service
Manchester Multi-Agency Gang Strategy
Safer Neighbourhoods Teams
Anti Social Behaviour Services

Manchester Partnership

Sustainable Neighbourhoods
Adults Well Being and Health
Communities of Interest Report

Third Sector Team

Third Sector Team
Ward coordination
Corporate complaints

Chief Executives - Executive, Legal & Comms

Executive

Executive
Lord Mayor's Office

Legal

Democratic Services
Registrars and Coroners
Neighbourhood
Regeneration
Children's
Business Support Unit

Communications

Internal and External Communications

Mfour

Events

Press Office

Directorate of Transformation

Directorate of Transformation

Service Improvement Projects

ICT

Town Hall & Central Library Relocation & Refurbishment

Environment on Call

Neighbourhood Services

Adult Social Care

Adaptations

Adult Placement

Alcohol Service

Assessment for Equipment and Adaptations

Asylum Accommodation

Benefits Advice

Blue Badge Parking Scheme

Carers Grant

Care Commissioning

Care Management for Older People

Care Management for People with Learning Disabilities

Care Management for People with Physical Disabilities

Care Management for Asylum Seekers

Care Management for People with Sensory Needs

Care Management for People with Mental Health Problems

Community Alarm

Community Support for Mental Health

Consumer Advice

Day Care:-

Day Care - Older People

Day Care - Adults with Learning Disabilities

Dare Care for Adults with Mental Health Problems

Day Care for Adults with Physical Disabilities

Domiciliary Care for Physical Disability

Drug Rehabilitation

Emergency Duty Service

Disability Equality Scheme 2009-2012

Employment / Training (TESS)
Equipment Store
Event Planning
HIV / AIDS
Home Care
Housing Advice
Internet and Internet Development
Linkworkers for other languages
Linkworkers for the Deaf community
Luncheon Clubs
Manchester Advice
Meals Service
Money Advice
Multi-Agency Refugee Integration in Manchester
North West Consortium for Asylum Seekers
Performance Measurement
Policy Development
Reablement
Re-housing to Adapted Properties
Safe Case Transfer of Unaccompanied Asylum Seeking Children
Sensory Needs Provision
Short Term Respite Care
Short Term Team
Statutory Social Work for Asylum Seekers
Supported Housing for Learning Disability
Supported Accommodation for Mental Health
Supporting People
Supplier Payments
Technical Workshop for Dailey Living Equipment
Training into Employment Service
Welfare Advice

Trading Services

Bereavement Services
Fleet Management and Support Services
Catering Services
Building Cleaning
Community Transport
Public Conveniences
Security
Fleet Management and Support Services
Manchester Contracts
Manchester Markets

Street Scene Services
Support Services

Libraries & Library Theatre Company

Central Libraries
Field Work Services
Library Theatre Company
Greater Manchester County Records Office
Manchester Library and Information Service
Business Support

Manchester Leisure

Indoor Leisure
Outdoor Leisure
Sports Development
Community Activity
Cross Cutting Delivery
Business Support

Environmental Services (Street Management / Enforcement / Env Strategy)

Regulatory and Enforcement Services
Street Management
Waste and Recycling
Green City
Environmental Campaigns

Chief Executives – Regeneration

Cultural Services

City Galleries: curatorial services
City Galleries: public services
City Galleries: public programmes
City Galleries: finance and business services
Regional Museums & Galleries Development Programme
Cultural Strategy Team

Regeneration and Economic and Urban Policy

Regeneration Programmes Group
North Manchester Regeneration
South Manchester Regeneration
Wythenshawe Regeneration
New East Manchester

HMR
MDDA
Economic Development Unit
Policy Unit

Adult Education

Teaching and Learning
District & Partnership
Resource & Performance

Housing - Implementation of Strategic Housing Function

Affordable housing
Annual monitoring of housing market
Promoting and preventing homelessness (supporting ASC)
Assess housing stock in social and private sectors (PSH)
Allocations scheme
Develop applicant choice in housing allocation policy
Address poor housing (PSH)
Bring empty properties into use (PSH)
Improve property management standards in private rented sector (PSH)
Improve private homes (+ assistance to private home owners on low incomes to maintain homes to decent standard)
Identify land for housing (partnership with Planning)
Partnership with Homes & Community Agency & others
Partnerships with developers
Address housing needs of vulnerable groups
Tenant involvement
Partnership with Tenant Services Authority
Make best use of resources via LSP
Identify housing design and management needs of client groups (e.g. disabled people)
Enforcement of HMO licensing schemes (PSH)
Implementing Tenancy Deposit Protection scheme
Administration of Selective Licensing
Promotion of energy efficient homes
Grants for house renovation / aids / adaptations (PSH & MEAP)

Planning and Building Control

Building Control
City centre environment
Heritage and conservation
Planning applications

Planning enforcements
Local land charge
Strategic planning

Highway Services

Highway Client
Major Projects
Highway Maintenance and Improvements
Network Management

Transport

Transport Policy
Greater Manchester Transport Unit
Urban Traffic Control

Strategic Cultural Projects

Royal Opera House / Library Theatre Relocation
Bridgewater Hall/Urbis

(Please note 2010/11 and 2011/2012 timetables will be developed as part of the annual review and refresh of the Gender, Disability and Race Equality Scheme 2009/12)

Adult Social Care:

- Individual Budgets
- Reablement
- Information Prescriptions

Chief Executives – Executive, Legal & Communications:

- Registrars & Coroners
- Events

**Chief Executives - Performance
Organisational Development:**

- Skills Pledge (People Strategy)
- Organisational Development SIP
- Leadership Programme
- Cultural Change Programme

Joint Health Unit:

- Manchester Ageing Strategy
- Physical Activity Service

Crime and Disorder Reduction Partnership:

- Safer Neighbourhoods Team
- Hate Crime worker – service specification
- Community Safety Network

Ward Coordination & Third Sector Team:

- BME funding

Chief Executives – Regeneration:

North Manchester Regeneration Team

- North Manchester Strategic Regeneration Framework
- Cultural Services – City Galleries Public Services
- Cultural Services – City Galleries Public Programmes

Regeneration & Economic & Urban Policy:

- Regeneration Programme Group
- Economic Development Group

Adult Education:

- Teaching and Learning, safeguarding and learner support and fees

Children's Services:

- Looked After Children Placement Provider
- Safeguarding Improvement Service
- Governor Support Service
- Strategic Inclusion – Education Services
- Family Information Service

Corporate Services:

- Finance Shared Service Centre
- Revenues & Benefits –Discretionary Housing Payments Policy and administration
- Corporate Procurement

Corporate Personnel:

- Dignity at work
- Management of Attendance
- Manchester 200
- Competency Assessment
- Grievance
- Disciplinary
- Managing Capability
- Employee Code of Conduct
- Email Policy
- Internet and Intranet Policy
- Recruitment and Selection
- Senior Recruitment Initiatives
- Pay and Grading
- Health and Safety

Environmental Services:

- Street Management

Highway Services:

- Major Projects

Housing – Implementation of Strategic Housing Functions:

- Housing strategy
- Housing Allocations policy
- Homelessness
- Resident Involvement

Libraries Service:

- Central Library Relocation Programme
- Powerhouse Library

Manchester Leisure:

- Sports Development
- Community Activity
- Allotments and Parks

Directorate of Transformation:

- Town Hall Extension and Central Library Relocation Programme

Planning and Building Control:

- Building Control
- Planning Applications
- Local Development Framework

Trading Services:

- 3 EIAs will be conducted across the North, South and Central areas to assess how effectively Trading Services meet diverse customer expectations.