



Equality Impact Assessment -

Section A: Assessment

Policy Disability Equality Scheme Final Review	Officer conducting this assessment with Contact Details Jo Hambly and Sarah Ghent – 01752 304321	Date 22 February 2010
--	---	---------------------------------

1. The Policy

Is this a new or existing policy?	Existing scheme
What is the purpose of the policy?	To create a fair and accessible service for all our citizens, visitors and employees with disabilities.
How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan	<p>It fits in with the strategic aims of our Corporate Improvement Priorities (CIP):</p> <ul style="list-style-type: none"> CIP 1: Improving customer service CIP 3: Helping people to live independently CIP 4: Reducing inequalities between communities CIP6: Providing more and better culture and leisure activities CIP 7: Keeping children safe CIP 11: Improving access across the City <p>This work also fits with the strategic priorities laid out in our Corporate Equalities Group (CEG) plan; including; “Know our patch and how this impacts on our service delivery especially in relation to service users and outcomes” and “Services can demonstrate improvements and that equality</p>

	and diversity outcomes are being delivered". Both of these outcomes contribute to our NI indicators and CIP priorities and will contribute to our Equality Framework for Local Government (EFLG) assessment in 2012. There are several draft strategies, including Disabled Children, Carers and Dementia which, once ratified will have direct links to this area of work.
Who will benefit from the policy?	People with disabilities, their families and their carers who live, work and visit the City.
What outcomes are wanted from this policy?	People with disabilities are treated fairly and have an equal opportunity to receive quality services and to maximise life chances and employment opportunities. Disability equality is mainstreamed in terms of the way we plan and deliver council services to people with disabilities.
Are there any factors that might prevent outcomes being achieved?	Non-completion of actions within the DES action plan. Rapid organisational changes and related resource realignment may prevent outcomes from being achieved. Arguably communities who are excluded (such as people with mild disabilities) can be the most difficult to reach with services, meaning that those at the lower end of the scale may not benefit from the outcomes achieved by those who live with more acute disabilities.

2. Data Collection

<p>What quantitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?</p>	<p>Disability:</p> <ul style="list-style-type: none">• 6.7% of the population of Plymouth are permanently sick or chronically disabled¹ compared to a national average of 5.5%. In Devonport (South West Locality) this figure rises to 13% and in Derriford (North East and Central Locality) it falls to only 3%• 4% of the population in Plymouth claim Disability Living Allowance (DLA)• 20.6% of the population of Plymouth have a long term illness² compared to a national average of 18.2%. In Stonehouse (South West locality) this figure rises to 28.8% and drops to 11.7% in Chaddlewood (Plymstock locality)• 3.43% of Plymouth City Council staff declared that they have a disability in 2009, a further 22.5% preferred not to say. For more information go to: http://www.plymouth.gov.uk/homepage/communityandliving/socialinclusion/equalityanddiversity/corporateandddtargets.htm <p>Age:</p> <ul style="list-style-type: none">• 8.72% of the school age population in Plymouth are identified as having additional educational needs; of these 2.5% have a Statement of Needs (SEN). For further information go to: https://www.direct.gov.uk/en/Parents/Schoolslearninganddevelopment/SpecialEducationalNeeds/index.htm• 44% of the 50+ age group has some disability, and this number is likely to increase by 8% year on year• There is likely to be a 36% increase in the number of adults with learning disabilities aged 60+ who are known to services• 31,752 (17%³) aged 18-74 have one or more disabilities• 8,820 (4.7%) aged 18-74 have a serious disability• 11,400 (59%) aged 75+ have one or more disabilities• 5% of people over 65 and 10-20% of people over 80 years old have some form of dementia <p>Race:</p> <ul style="list-style-type: none">• Approximately 2% of people accessing Adult Social Care Services are from BME groups⁴ <p>Gender:</p> <ul style="list-style-type: none">• Women on average live longer than males, so are more likely in later life to acquire a disability and have needs that require services from Adult Social Care
--	--

¹ **Permanently sick or disabled.** The 2001 Census question on economic activity give a measure of the number of people aged 16-74 who are unable to work because they are permanently sick or disabled.

² **Limiting long-term illness.** 2001 census question which asked everyone whether they had any long-term illness, health problem or disability which limited their daily activities or the work they could do, including problems due to old age.

³ Percentage based on a PCC population estimate of 264,320 at October 2008

⁴ Adult Social Care Referrals Assessments and Packages of Care (RAP) 2008/9

	<ul style="list-style-type: none"> • Women over the age of 50 are more likely to report disability than men at any given age • In 2003-2005 Plymouth's overall life expectancy was 76.0 years for males and 80.9 years for females <p>Sexual Orientation:</p> <ul style="list-style-type: none"> • There is currently no data available on disability and sexual orientation <p>Faith and Belief:</p> <ul style="list-style-type: none"> • Nationally, in Muslim, Hindu and Sikh groups, disability rates for females are about 3 % higher than for males. For Buddhists, Christians and those with no religion, disability rates are slightly higher for males than for females. <p>24% of Muslim females have a disability, as do 21% Muslim males⁵.</p>
<p>What qualitative data do you have on the different groups (e.g. findings from discussion groups, information from comparator authorities)?</p>	<p>Disability:</p> <ul style="list-style-type: none"> • 54% of people consulted on the DES review rated actions on the targets as either very satisfactory or satisfactory. • Key issues arising from DES Review consultation show that community priorities include: housing and disability; data about disabilities and sharing that data; availability and access to disabled toilets. • Key data from the DES Review consultation show that people were very satisfied with our Disability Reporting System; the positive profile of people with disabilities in the community, managing customer relations and safeguarding. • Key issues arising from a focus group undertaken with customers with disabilities included: preference for face 2 face contact, clear and timely communication and being treated differently to non-disabled customers • 78% of residents with a disability are satisfied with their local area as a place to live⁶ • Residents with a disability are more likely to say they directly contact the Council (19% vs. 14% overall)⁷ • Residents with a disability are more likely to have complained (36% vs. 31% overall)⁸ • Residents with a disability (57% vs 53% overall) were more likely to say that they belonged to their local area⁹ <p>Age:</p> <ul style="list-style-type: none"> • Access to services should be made quicker and simpler. People weren't confident that services will be available if they needed support - without having to fight and push¹⁰ • Solutions proposed included the need for more integrated working (in particular between health, social care and housing) to ensure that the needs of older people are responded to regardless of their access point¹¹

⁵ Census, April 2001, Office for National Statistics

⁶ PLACE Survey 2008/9

⁷ PLACE Survey 2008/9

⁸ PLACE Survey 2008/9

⁹ PLACE Survey 2008/9

¹⁰ PCC All our Futures Over 50's Strategy 2008-11

	<p>Race:</p> <ul style="list-style-type: none"> • There is currently no qualitative data available on disability and race <p>Gender:</p> <ul style="list-style-type: none"> • There is currently no qualitative data available on disability and gender <p>Sexual Orientation:</p> <ul style="list-style-type: none"> • There is currently no qualitative data available on disability and sexual orientation <p>Faith and Belief:</p> <ul style="list-style-type: none"> • There is currently no qualitative data available on disability and faith / belief
<p>Please indicate the source of the data gathered? (e.g. Service/ Department/Team)</p>	<ul style="list-style-type: none"> • Census 2001 (ONS) • General Survey 2006 conducted by Plymouth City Council (PCC) • PCC Physical Disability Needs Analysis • Plymouth Children’s Trust Disability Needs Analysis • Plymouth Joint Strategic Needs Analysis 2008 • Plymouth Health and Wellbeing Strategy 2008-20 • PCC Children and Young People’s Plan 2008-11 • PCC All our Futures Over 50’s Strategy 2008-11 • PCC Disability Equality Scheme Review - Consultation 2009 • PCC Equality Scheme Review - Consultation 2009 • Focus on Older People, ONS 2005 • PCC Income Maximisation Strategy 2006-9 • PCC Customers with Disabilities Focus Group • Health Survey for England • PLACE Survey 2008/9
<p>What gaps in data have you identified? (Have to put actions to address this in your action plan?)</p>	<ul style="list-style-type: none"> • There is a gap in consultation feedback to ensure meaningful actions from our DES are integrated to our Equality Scheme • No up to date qualitative data available on sexual orientation, faith, gender and race strands relating to disability and the DES

¹¹ PCC All our Futures Over 50’s Strategy 2008-11

3. Impact

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
Age	✓			The scheme and action plan address issues about disability for both children/young people and older people as vulnerable groups. The older a person becomes then the more likely they are to acquire a disability. Concerning acquired disabilities In Plymouth, the prevalence of people presenting at A&E are 180 Severe Head Injuries per year and 587 people are diagnosed with a Stroke every year.
Disability	✓			The scheme and action plan focuses on securing disability equality issues. We are promoting further our Disabilist reporting system so we can measure and understand the discrimination that people are facing. Recent work has been undertaken with Procurement to ensure that our potential and current contractors are compliant with equality and diversity legislation and best practice, such as DDA compliance.
Faith			✓	The Scheme and action plan do not treat disability equality and faith as separate issues. However we need to factor in consideration of multiple discrimination and where it relates to disability within our ES reviews and rewrites.
Gender	✓			Women on average live longer than males, so are more likely in later life to acquire a disability and have needs that require services from Adult Social Care. However we need to factor in the consideration of multiple discrimination and where it relates to disability within our ES reviews and rewrites.
Race	✓			The Scheme and action plan promote positive outcomes specifically for children and young people from Black & Minority Ethnic backgrounds with disabilities. However we need to factor in the consideration of multiple discrimination and where it relates to disability within our ES reviews and rewrites.
Sexual Orientation			✓	The Scheme and action plan do not treat disability equality and sexual orientation as separate issues. However we need to factor in the consideration of multiple discrimination and where it relates to disability within our ES reviews and rewrites.

4. Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Young (Children and young people, up to 18)	✓			The scheme and action plan detail work completed and our commitment to children and young people with disabilities e.g. 22% of the Youth Opportunities Panel are children with disabilities. PCC now has a Children's Integrated Disability Service which promotes multi agency working.
Older (Working age, and above)	✓			The scheme and action plan detail work completed and our commitment to older people with disabilities such as housing options and commissioning partnership working, e.g. the User Engagement Strategy for Older People, including those with disabilities. PCC has a Physical and Sensory Board which promotes joint working between PCC and people with disabilities. Whilst our disability work is not contained directly in "All Our Futures" over 50's strategy, we have ensured the work is mainstreamed into other plans, e.g. the Dementia Strategy.

5. Do you think that the policy impacts on people with a disability?

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment	✓			The Scheme and action plan details continued commitment to provide council information in alternative formats such as Braille and large font.
Hearing impairment	✓			The Scheme and actions detail measures already in place to provide hearing loops within council buildings when providing services to people with hearing impairment. Our in-house service Translate Plymouth offers BSL trained interpreters should they be required for any reason e.g. consultation. We have also developed BSL clips for our website on Adult Social Care, Self Directed Support, Sensory Services and Direct Payments, to view go to: http://www.plymouth.gov.uk/homepage/socialcareandhealth/adultsocialcare/bslvideo/eos.htm
Physically disabled	✓			The Scheme and action plan detail that commitment is ongoing to improve physical access to public areas as well as transport and services such as the bereavement service.

Learning disability	✓			The scheme and action plan detail work undertaken to involve people with learning disabilities in public life. This includes, for example, encouraging involvement in the democratic process and accessing library services. We also provide Easy Read versions of documents where requested. Our “Open to All” website has been voted the most accessible website in the region by the South West Regional Forum and Valuing People. We have signed up to the ‘Safe Place Scheme’ and all our customer facing reception areas are designated safe havens for people with learning disabilities. To find out more about Safe Place please visit: http://www.keepingsafe.org.uk/safe_place_scheme_page2.htm
Mental health	✓			The scheme and action plan detail work undertaken to raise awareness of mental health issues and employment, and working with children and adolescents with mental health issues.
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)	✓			The DES contains the broader social definition of disability as detailed in the Disability Rights Commission Codes of Practice.

3.3 Do you think that the policy impacts on people because of their faith/belief?

	Positive	Negative	None	Reasons for your decision
Faith and Belief			✓	The Scheme and action plan do not treat faith and disability as separate issues. We do, however, specifically consider issues concerning multiple discrimination; particularly where it relates to disability within our ES reviews and rewrites, for example Jehova Witnesses’ view of blood transfusions.

6. Do you think that the policy affects men and women in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male			✓	The DES and action plan do not treat gender and disability as separate issues
Female			✓	Although the DES action plan does not treat gender and disability as separate issues in 2003-2005 Plymouth's overall life expectancy was 76.0 years for males and 80.9 years for females. ¹² The Health Survey for England showed that in the over 65's, 37% of men and 40% of women had functional limitations (such as seeing, hearing, communication, walking and using stairs. This also increased with age, with 57% of men and 65% of women over 85 years of age having such limitations.

7. Do you think that the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	✓			The DES and action plan promote positive outcomes specifically for some groups of children and young people from Black and Minority Ethnic backgrounds with disabilities. By providing inclusive services and promoting involvement and engagement, e.g. Children's Integrated Disability Services (ChiDS) Parent's Reference Group we are able to engage this group and their families in relevant services.
Promoting good race relations	✓			The DES and action plan promotes positive outcomes specifically for some children and young people from Black and Minority Ethnic backgrounds with disabilities by providing inclusive services and promoting involvement and engagement, e.g. Children's Integrated Disability Services (ChiDS) Parent's Reference Group.
Eliminating unlawful discrimination	✓			The DES contains our legal Duties in relation to Disability Equality which were relating to the target groups. It will also support wider anti-discrimination measures on multiple levels already being undertaken by the council. The action plan promotes positive outcomes specifically for children and young people from Black and Minority Ethnic backgrounds with disabilities by providing inclusive services and promoting involvement and engagement.

¹² Plymouth Joint Strategic Needs Assessment 2008

8. Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reasons for your decision
Gay Men			✓	The DES and action plan do not treat sexual orientation and disability as separate issues. The DES does not specifically contain actions in relation to LGBT people with disabilities though there is a recognition that these equality strands can interconnect and specific service delivery might be required.
Lesbians			✓	
Bi-sexual			✓	
Trans communities (i.e. Trans-gender, trans-sexual and transvestite and gender reassignment)			✓	

9. Summary

Which equality groups have negative impacts been identified for (i.e. differential impact).	None
Is the policy directly or indirectly discriminatory under the equalities legislation?	No
If the policy is indirectly discriminatory can it be justified under the relevant legislation?	Not Applicable

Section B: Action

Equality Impact Assessment Implementation Action Plan

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments
Developing a robust consultation process	D&EO and SIU Officers and relevant internal / external partners	Ensure that any consultations undertaken across the authority, especially about disability and concerning CIP1 and CIP 2 are co-ordinated and outcomes are mainstreamed.	March 2011		
Acquire more up to date local data on people with disabilities.	D&EO	Contact PCC departments (primarily Community Services and Children and Young People's Services) to share relevant data to bolster our 'Know your Communities' data and relating this to outcomes in CEG work plan and EFLG assessment.	March 2011		
Undertake an analysis of multiple discrimination and how it relates to disability particularly in relation to our	D&EO	Analysing the data from the 2 action points above and ensuring that trends in multiple discrimination in the City are addressed and acted on.	Sept 2011		

ES review and EFLG assessment.					
Low uptake of Adult Social Care services by BME groups	ASC, D&EO and RRO	Work with colleagues within ASC and Race Relations Officer to compare BME uptake with other equality strands. Explore why such low uptake and ways to increase numbers of BME groups accessing ASC	March 2011		
Effective monitoring of disability and gender; disability and race; disability and faith, religion and belief; disability and sexual orientation accessing PCC services	D&EO	Work with colleagues within PCC to ensure relevant data is captured and shared across departments	March 2011		
Lack of qualitative data for multiple discrimination in relation to disability	D&EO and Consultation officers	Target specific community groups for feedback on ES review and other consultation events. Work with Consultation officer within PCC to gain views of multiple discrimination groups in relation to disability	March 2011		

6. Report and publication

Please record details of the report or file note which records the outcome of the EIA together with any actions / recommendations being pursued (date, type of report etc)	See above.
Please record details of where and when EIA results will be published	To be published on Social Inclusion Section of Plymouth City Council website http://www.plymouth.gov.uk/homepage/communityandliving/socialinclusion/disability.htm

Name of Officer completing: Sarah Ghent and Jo Hambly

Date: 24 February 2010

Name of Senior Manager Authorising Assessment and Action Plan for publication: Pete Aley

Signed:

Date: