

**Huntingdonshire District Council  
Disability Equality Scheme (DES)  
Action Plan 2006 – 2009**

<b>Action</b>	<b>Target</b>	<b>Who is responsible</b>	<b>progress</b>
<b>Year 1 May 2006 – April 2007</b>			
Initial listing and assessment of functions/policies for relevance to general duty		Corporate Equality Steering group	Complete
Consultation on DES	August/September 2006	Policy Division	Complete
Process of impact assessments to begin	By April 2007	Corporate Equality Steering Group	Training arranged for January 2007
Development of guidance for equality impact assessment of <b>proposed policies</b>	January/February 2007	Policy & Corporate Equality Steering Group	
Development of guidance for <b>monitoring</b> & assessment of <b>existing</b> policies	January/February 2007	Policy & Corporate Equality Steering Group	
Development of guidance for <b>consulting</b> on proposed policies	January/February 2007	Policy & Corporate Equality Steering Group	
Review of systems and procedures in relation to disability monitoring	By April 2007	Corporate Equality Steering Group	
Report on DES to Chief Officers, Overview & Scrutiny & Cabinet	Annually	Corporate Equality Steering Group	
Publication of DES	Annually	Policy	
Establish departmental equality working groups	By April 2007	Corporate Equality Steering Group	
Evaluate equality training to date	October/November 2006	Corporate Equality Steering Group & HR	Initial evaluation with HR & Policy September 06. Final decision to be made by HR & Policy November/December 06 HR & Policy agreed approach – specific

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Action	Target	Who is responsible	progress
<b>Year 1 May 2006 – April 2007</b>			
			equalities training for staff with opportunity for more tailored training if required. Policy to fund & HR to manage training programme. HR & Policy to shortlist companies from January 07 onwards. Training to commence April 07
Development of training plan for employees (linked into equality standard training) e.g. for For equality steering group For managers/general staff Members	Commence training by October/November 2006	Corporate Equality Steering Group & HR	Steering group commenced training May 2006. EIA training to commence January 07
Assessment and publication of results of equality impact assessments	April 2008	Corporate Equality Steering Group & Policy	
Examination of previous years employment (equality monitoring) data	Annually	HR	
Publication of employment monitoring information	Annually	HR	
Annual report on progress to date in achieving DES targets to Chief Officers, Overview & Scrutiny & Cabinet	A year from the date the DES adopted	Corporate Equality Steering Group & HR	
Publication of Annual Report on website	Annually	Policy	
Review of complaints procedure in relation to race, gender & disability	April 2008	Policy & Administration	

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<b>Recommendations from Disability Equality Scheme consultation – Actions</b>				
<b>Recommendation</b>	<b>Action</b>	<b>Target</b>	<b>Who is responsible</b>	<b>Progress</b>
Consider findings from DES consultation	Each service to consider recommendations and findings of DES consultation and identify actions	April 2008	All services	
More education and training for council employees to raise awareness and attitude change to disabled people	Linked with development of training plan for employees.  Specific training for frontline staff on disability issues – to be assessed through Personal Development Reviews	General corporate equality training to commence by April 2007. Specific training to be considered by services by ?	Corporate Equality Steering Group & Personnel	
A dedicated department for disability issues that is accessible and widely publicised as a centre for information and consultation	HDC unable to support this however the Policy Division & the Equality Steering Group can partially fulfil this role.	On-going	Corporate Equality Steering Group	
Improve physical access to HDC buildings	Improved access to buildings	New headquarters by 2010 New Operations Centre by 2007	Technical Services	
Improved transportation in rural areas with adjustments to access for disabled people on buses.	Refer to HSP Transport & Access Group	November 2006	HSP Transport & Access Group	The group has already identified this as an issue that needs to be addressed.
Dedicated parking,	Dedicated parking	Underway	Planning Services	

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greater penalties for anti-social parking in disabled (accessible) bays and adjustments to roads and paving	considered as part of the Car Parking Strategy  Issues relating to enforcement outside of car parks and on highways needs to be referred to Highways at Cambridgeshire County Council and Cambridgeshire Constabulary		Highways at Cambridgeshire County Council and Cambridgeshire Constabulary	
A transparent complaints procedure, well trained staff with an understanding of the needs of disabled people.	Considered as part of the review of HDC Complaints Procedure.	April 2008	Administration & Policy	
Better communication and flow of information on available funding and facilities for disabled people	Ensure information and communication requirements of disabled people are considered as part of the review of the Customer Service Strategy	2007	Julia Barber Dan Smith Chris Hall Sue Lammin	Customer Services Strategy Review is underway
More dedicated leisure facilities with improved access and support available	Consider the extent to which suitable facilities at leisure centres can be provided	Undertake further research during 2007	Leisure Services & Leisure Development	
Greater access to IT and Internet for dissemination of information	Each service to consider how to improve access to services and information about service using IT and the Intranet/Internet	April 2008	Individual services and IMD	98% of HDC Internet meets AA (W3C) accessibility standard.

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<p>Long term involvement with disability support groups and individuals regarding consultation and engagement</p>	<p>HDC will commit to consultation and engagement with disability support groups and individuals Community Initiatives to consider how they can provide support/capacity build</p>	<p>On-going  Undertake further research during 2007, as part of Equality Impact Assessment</p>	<p>Corporate Equality Steering Group  Community Initiatives</p>	
<p>Consider how to consult with learning disabled in future DES and action plan consultation</p>	<p>Further work to ensure that groups/individuals representing the needs of learning disabled are included in any future consultation on disability.</p>	<p>April 2008</p>	<p>Corporate Equality steering Group</p>	