

'Nothing about us without us'

The Disability Equality Duty  
December 2006

# Disability Equality Duty 2006

This legal duty requires ALL Public Bodies (and therefore all component parts of PublicBodies) to -

look at ways of ensuring that people with disabilities are treated equally with regard to the Disability Discrimination Act 2005

# Disability Discrimination Act 2005

- Promote equality of opportunity between disabled persons and other persons
- Eliminate unlawful discrimination
- 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 people more favourably

# Disability Equality Duty 2006

- The DED - also referred to as the 'General Duty'
- Most public authorities are also covered by the 'Specific Duties' which set out a framework to assist authorities in meeting their general duty

# Disability Equality Duty 2006

ALL those covered by the 'Specific Duties'  
are required to produce a

DISABILITY EQUALITY SCHEME

which must be implemented with effect from  
DECEMBER 2006

# Disability Equality Duty 2006

Specific duties are:

- To publish a Disability Equality Scheme which includes an ACTION PLAN
- To involve disabled people in producing the Scheme and the Action Plan
- To demonstrate they have taken actions in the Scheme and achieved appropriate outcomes
- To report on progress
- To review and revise the Scheme (on a regular basis) which may last for up to 3 years

# Disability Equality Scheme

in the next 3 years, Public Authorities must work to:

- Take forward the actions in their Action Plan
- Improve their performance through the outcomes of Impact Assessments
- Build up the information base about performance on disability equality
- Actually improve and change things for disabled people

# Disability Discrimination Act 2005

Reminder of the definition of a disabled person under the terms of the DDA -

'a disabled person is someone who has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities'

# Impact Assessments

- Part of the Disability Equality Scheme should include a statement of the methods for assessing the impact and potential impact of our policies on equality for disabled persons
- This is referred to as an **IMPACT ASSESSMENT**

# IMPACT ASSESSMENTS

IMPACT ASSESSMENTS are intended to identify any negative impact on disabled people, enabling Authorities to modify the policy or practice - and to

**MAKE A POSITIVE DIFFERENCE!**

# Impact Assessments

Who should be involved?

The most effective and successful assessments will be those that involve a range of people, including the presence or representation of disabled people

- this is not a 'box-ticking' exercise!

# Representation of Disabled People

Disabled people should be expected to contribute views and ideas, based on their own experiences, on all aspects of local facilities and services, including education.

This is not just about 'access' but how the service or facility operates on a daily basis for ALL its current and potential users.

# Disability Equality Scheme 2006

What must the Local Authority do now?

- Raise staff awareness and provide training on the DES for all staff
- Draw up an Action Plan
- Produce a timetable for reviewing policies and practice within the Authority
- Develop a template for Impact Assessments to be used across the Authority
- Use the findings of the Impact Assessments to make positive changes where needed
- Monitor and review the Scheme during the next 3 years

# Useful contacts

- [www.dotheduty.org](http://www.dotheduty.org)
- [www.skill.org.uk](http://www.skill.org.uk)
- [www.niace.org.uk](http://www.niace.org.uk)
- [www.Dfes.gov.uk](http://www.Dfes.gov.uk)
- [www.peoplefirst.org.uk](http://www.peoplefirst.org.uk)
  
- Sarvjeet Dosanjh 07747 020398  
Equalities Coordinator - HAFLS