

**This is an easy-read version of Hertfordshire County Council's Draft Disability Equality Scheme, which was published in November 2006.**

### **What is a Disability Equality Scheme?**

A Disability Equality Scheme says what Hertfordshire County Council will do to make sure disabled people have the same level of service as everyone else who lives in Hertfordshire.

### **Why are we producing a Disability Equality Scheme?**

The law says we must do this.

This law is called the Disability Discrimination Act 2005.

It gives us a chance to say what we are doing to improve our service to disabled people.

### **What are the main aims of the Scheme?**

- Show how we have involved disabled people in what is decided.
- To make sure Hertfordshire County Council thinks about what is important to disabled people.
- Help the County Council to employ more disabled people.
- Show how we make sure what we do is fair for disabled people.

**These are some of the things the Scheme says that we will do –**

- Make sure that our services meet the needs of disabled people.
- Make sure our information is easy to access and use.
- Make sure our buildings are accessible by disabled people.
- Make sure our meetings can be attended and are understood by disabled people.
- Make sure we involve disabled people in telling us what they think of our services and jobs.
- Make sure our staff are trained so they know what is important to disabled people.
- Make sure we support the disabled people we employ.

## **The Action Plan**

**We involved disabled people in developing this Scheme. These are some of the things we want to do based on what we have found out –**

### **Access and Service**

- Produce the Disability Equality Scheme in forms that all can use.
- Find out what are the most important services to disabled people.
- Make it easier for disabled people to use our buildings and services.

- Make sure disabled people that work for Hertfordshire County Council or use our services are treated properly.
- Check that we get better at what we do for people with disabilities.

## **Employment**

- Improve how we recruit disabled people.
- Support our disabled staff.
- Provide training about giving good Quality of Service to everyone, including those with disabilities.

We want disabled people to tell us what we need to do better or differently. If you have a disability we want to know what you think of this Scheme.

**You can contact us too if you require information contained in this document in an alternative format e.g. large print, Braille, audio tape or if you would like the Scheme explained to you in your language.**

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