



Subject:	Equality and Diversity: Disability Action Plan 2022-2025
Date:	17th February, 2023
Reporting Officer:	Nora Largey, Interim City Solicitor/Director of Legal and Civic Services
Contact Officer:	Sarah Williams, Governance and Compliance Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	The purpose of this report is to present for approval the Disability Action Plan for 2022-25, following public consultation.
2.0	Recommendation
2.1	The Committee is asked to approve the Disability Action Plan 2022-25.

3.0	Main Report
3.1	<p data-bbox="268 353 443 387"><u>Background</u></p> <p data-bbox="268 409 1444 589">The Council is subject to a several different duties in relation to disability. As both a service provider and employer it must be compliant with the Disability Discrimination Act (DDA) 1995 which outlines measures aimed at ending the discrimination faced by many disabled people. It gives disabled people rights in:</p> <ul data-bbox="363 645 1150 824" style="list-style-type: none"> <li data-bbox="363 645 544 678">• employment <li data-bbox="363 696 1150 730">• access to goods, facilities and services, including transport <li data-bbox="363 748 991 781">• the management, buying or renting of property <li data-bbox="363 799 517 833">• education. <p data-bbox="145 898 204 931">3.2</p> <p data-bbox="268 898 1444 1032">The Council, as a designated public authority, is also subject to two further inter-related duties under Sections 49A and 49B of the Disability Discrimination Act 1995. Section 49A places a duty on designated public authorities to have due regard to the need to:</p> <ul data-bbox="316 1088 1102 1178" style="list-style-type: none"> <li data-bbox="316 1088 1102 1122">• Promote positive attitudes towards disabled persons and <li data-bbox="316 1140 1102 1173">• Encourage participation by disabled persons in public life <p data-bbox="145 1240 204 1274">3.3</p> <p data-bbox="268 1240 1444 1330">Section 49B places a duty on each designated public authority to prepare a Disability Action Plan outlining how it proposes to fulfil the Section 49A duty.</p>
3.4	<p data-bbox="268 1339 424 1373"><u>Key Issues</u></p> <p data-bbox="268 1429 1444 1608">Following a disability mapping exercise carried out last year across the organisation, the Equality and Diversity Unit developed a new draft Disability Action Plan 2022-25 which was brought to Strategic Policy and Resources Committee last year and issued for a 12-week public consultation.</p> <p data-bbox="145 1675 204 1709">3.5</p> <p data-bbox="268 1675 1444 1865">The final Disability Action Plan document had no subsequent amendments from feedback received from the public consultation and is attached. It had been planned to bring this to the Disability Working Group before bringing for final approval to Committee, however, the last meeting of the Disability Working Group was cancelled due to it being inquorate.</p> <p data-bbox="268 1933 778 1966"><u>Financial and Resource Implications</u></p> <p data-bbox="145 2000 204 2033">3.6</p> <p data-bbox="268 2000 1158 2033">All costs related to this action plan will be met from existing budgets.</p>

3.7	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The Disability Action Plan supports the Council's equality, good relations and rural needs duties.</p>
4.0	Document Attached
	Disability Action Plan 2022 – 25