

Disability Equality Scheme 2011 -14



'Supporting people with learning disabilities in the community'

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Branching Out Disability Equality Scheme 2011 -14

3-year period covered by the disability equality scheme:

December 2011 -2014

Introduction

Duties under Part 5A of the DDA we require:

- promote equality of opportunity for disabled people: clients, staff, parents, carers and other people who use Branching Out or may wish to; and
- Prepare and publish a disability equality scheme to show how we will meet these duties.

This scheme and the accompanying action plans set out how our Trustees, General Manager, staff, and clients will promote equality of opportunity for disabled people.

Branching Out is exempt from the DDA for the following reason:

It helps to tackle disadvantages that particularly affect someone with a protected characteristic.

However as an organisation we strive to review our facilities, resources, and performance as a duty to the clients who use our facilities.

- increasing the extent to which disabled people can participate in the activities;
- improving the environment of all facilities to increase the extent to which disabled people can take advantage of our services;
- To monitor the quality of the service for the clients who use our facilities.

The DDA also means that you have a right to information about healthcare and social services in a format that is accessible to you. So long as it is reasonable for the service provider to provide it in that format.

Single equality duty from April 2011 includes plan for:

Single equality Scheme (SES)

Employment

Education

Access to goods and services and facilities

Age

Gender reassignment

Sexual orientation

Race

Religion or belief

New in 2011:

Discrimination by association or perception Protection also applies where direct discrimination and harassment happens because a person is associated with a disabled person or is wrongly perceived to be disabled.

1. Ethos, Vision & Values

Branching Out is committed to ensuring equal treatment of all its employees, Service users and any others involved in our community, with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and service delivery.

Branching Out will not tolerate harassment of disabled people with any form of impairment or of people who act as carers of disabled people.

Branching Out Vision Statement:

When we achieve we have value, when we make mistakes we have understanding, when we look after our environment we have a community.

1.1 What do we understand by disability?

“Disability is a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities” (DDA 1995 Part 1 Para. 1.1.) This definition was amended and broadened in December 2005 under the 2005 Disability Amendment Act and now includes people with long term medical conditions such as those with cancer or surviving cancer, HIV and Multiple Sclerosis from the point of diagnosis. It also includes mental impairments and the need for these to be clinically recognised has been removed by the Act.

Branching Out accepts the “social model” of disability which recognises that disability is not caused by the individuals, but by the physical, environmental and attitudinal barriers which exist in society as a whole. Branching Out therefore uses the social model of disability throughout our work.

Branching Out helps clients with a protected characteristic. All our clients require our support because they have got a learning disability. Some people may in addition have other disabilities and Branching Out will work to actively support all clients by making reasonable adjustments.

We also recognise that social, emotional and behavioural difficulties are part of this overall definition where they have a substantial and long-term effect on a person’s ability to carry out day to day activities.

1.2 Strategic Priorities

Over the next three years 2011 -14 Branching Out intends to develop:

- 1) Improve site accessibility for clients with visual impairment. We intend to develop environmental adaptations to enable our clients and visitors to move around the site with independence. We will consult with the Sensory Team to consider reasonable specifications with adaptations the site/s.
- 2) Improve site accessibility for clients with physical support needs to enable them to move around the site with independence.
- 3) To improve signs around the site/s to make reasonable adjustments enabling better understanding of site information for adults with learning disabilities.
- 4) We intend to improve the staff skills in the use of communicating with clients who have none or limited verbal skills.
- 5) To work proactively with our clients to enable a better understanding of their right not to be discriminated against and what course of action to follow.
- 6) We intend to promote a better understanding of our clients within the community and also work towards promoting a better understanding within the community of the rights of our clients to respect and appropriate behaviour from the public.

1.3 Involvement of disabled people, staff and parents

- We will consult with the specialist for Visual impairment, health professionals from East Cambridgeshire Community Health Team including Speech and language therapist, Occupational Therapists and physiotherapists.
- We will consult with clients, parents and care homes to seek their views about the scheme and listen to their feedback.

1.4 Information gathering

- We will identify the range of disabilities of our clients on an annual basis in the autumn for our management and trustees and any issues about our facilities required to make reasonable adjustments for our clients to access the site, facilities, and activities.
- We will survey the clients on an annual basis to ascertain how many have been victims of discrimination in the community recently.
- The Branching Out Disability Equality Team will meet every quarter to review the impact and set actions.

1.5 Impact assessment

- We will consider the impact of our Disability Equalities Scheme in the work of our trustee committees for Activities, Finance and Premises'.
- We will evaluate the impact of the scheme on an annual basis in the summer and adjust or set new priorities.

2. Identifying the main priorities of the scheme and actions

Year 1: 2011 -12

- Invite the Sensory Team to visit Branching Out and give feedback on reasonable adjustments.
- Invite the Community Health Team to Branching Out and give feedback on reasonable adjustments.
- Invite the Hate Crime Team to visit Branching Out suggesting training materials.
- Write and distribute a statement of Branching Out's strategic priorities.
- Assess the signage/posters at Branching Out with a view to increasing understanding.
- Purchase and install a new stair lift for access to the first floor.
- Repair concrete paths.
- Purchase ramps for access to the buildings.
- Use textured paint in bright colours for guiding rails.
- Review the range of disabilities of our clients and facilities required to make reasonable adjustments.
- Survey the clients on an annual basis to ascertain how many have been victims of discrimination in the community recently, what type of discrimination and liaise the results with the Hate Crime Team before undertaking work to support the clients.

Year 2: 2012 - 13

- All support staff to attend Total Communication Approach Training.
- Take part in a variety of community activities and publicise those activities.
- Improved marketing of Branching Out.
- Open Day opportunity for the community to see our clients at work.
- Install a sensory walkway.
- Replace locks on ladies toilets to help clients privacy.

Year 3: 2013 - 14

- Consult with clients, parents and care homes to seek their views about the scheme and listen to their feedback.
- Measure the amount of incidences clients report in the annual surveys of Hate Crime.

3. Making it happen

The Disability Equality Scheme Team will implement actions and review progress at regular meetings.

The results of progress and any budget requirements will be reviewed by Branching Out Trustees on an annual basis.

3.1 Implementation

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3.2 Publication

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3.3 Reporting

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3.4 Reviewing and revising the scheme

The scheme will be reviewed at every quarterly meeting by the team and on an annual basis by the trustees of Branching Out.

Review Date:

11/10/2011 First meeting with Branching Out DES Team.

31/10/2011 Meeting to review scheme – attendees Susan Wiggans & Valerie Crossland.

28/11/2011 Branching Out Trustees meeting annual review.

13/12/2011 Second meeting with Branching Out DES Team.

Branching Out Disability Equality Scheme Team consists of 4 staff and one volunteer, and one trustee:

Mrs Susan Wiggans; Mrs Christine Hook; Miss Rachel Wiggans; Mr Adrian Shaw; Mrs Valerie Crossland; Miss Ruth Baker.

Senior Member of Staff Responsible: Mrs Susan Wiggans

In addition we have a trustee responsible to the Board: Mrs Kim Taylor

Disability Equality Scheme Action Plan

BRANCHING OUT LTD**Period covered by the Action Plan:
December 2011– December 2012****Senior Member of Staff responsible:
Mrs Susan Wiggans****Trustee Responsible:
Mrs Kim Taylor**

Priority	Action Required	Success Criteria	Resources	Timescale	Lead Person (s)	Review arrangements and date
High	<ul style="list-style-type: none"> Invite the Sensory Team to visit Branching Out and give feedback on reasonable adjustments. 		Letter	January	Susan Wiggans	
High	<ul style="list-style-type: none"> Invite the Community Health Team to Branching Out and give feedback on reasonable adjustments. 		Letter	January	Susan Wiggans	
High 2	<ul style="list-style-type: none"> Invite the Hate Crime Team to visit Branching Out suggesting training materials. 		See item 1			
medium	<ul style="list-style-type: none"> Write and distribute a statement of Branching Out's strategic priorities. 		Start draft	February	Susan Wiggans	

	<ul style="list-style-type: none"> Assess the signage/posters at Branching Out with a view to increasing understanding. 		Survey	January	Ruth Baker	
	<ul style="list-style-type: none"> Purchase and install a new stair lift for access to the first floor. 		Grant application completed – decision to be made approximately May. If unsuccessful trustee to agree purchase.	May	Susan Wiggans/Trustees	
	<ul style="list-style-type: none"> Repair concrete paths. 			April	Susan Wiggans	
	<ul style="list-style-type: none"> Purchase ramps for access to the buildings. 		Research ramp for shop/cost. Purchase non fixed ramp for main site.	January January	Susan Wiggans Susan Wiggans	
	<ul style="list-style-type: none"> Use textured paint in bright colours for guiding rails. 			May	Adrian Shaw	
High	<ul style="list-style-type: none"> Review the range of disabilities of our clients and facilities required to make reasonable adjustments. 				Ruth Baker/Valerie Crossland/Sensory Team/Community Health Team. Susan Wiggans to include results of survey in letter to the teams.	

<p>High 1. – to be completed before the visit from the Hate Crime Team.</p>	<ul style="list-style-type: none"> Survey the clients on an annual basis to ascertain how many have been victims of discrimination in the community recently, what type of discrimination and liaise the results with the Hate Crime Team before undertaking work to support the clients. 		<p>Invite Hate Crime Team to run a workshop looking at what is Hate crime, peoples rights, and survey types of crime people have been victim of. Invite clients/parents/carers to attend.</p>	<p>Send invite to Hate Crime Team outlining what we want include asking for feedback on training material. January.</p>	<p>Susan Wiggans</p>	
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