

**DISABILITY  
EQUALITY  
SCHEME  
2006 - 2009**

**YEAR TWO  
REVIEW**

## **Availability of the Disability Equality Scheme 2006-2009 Year Two Review**

This Scheme is available in a range of other alternative formats by contacting us as follows:

Writing to: Human Resources Department  
Gwent Police  
Caerleon House  
Mamhilad Park Estate  
Pontypool  
Torfaen  
NP4 OXX

By phone: 01495 745490

By fax: 01495 745412

By email: [Robert.Shingler@gwent.pnn.police.uk](mailto:Robert.Shingler@gwent.pnn.police.uk)

Copies of this scheme are also available electronically on our website at [www.gwent.police.uk](http://www.gwent.police.uk)

### **1.0 Introduction**

A Disability Equality Duty was introduced for the public sector in December 2006. This created a basic requirement for the force to have due regard to the following when carrying out its functions:

- Promote equality of opportunity between disabled people and other People
- Eliminate discrimination that is unlawful under the Disability Discrimination Act
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs, even if this requires more favourable treatment

There was also a requirement to publish a Disability Equality Scheme, including an Action Plan which would last for three years, after which a further action plan must be developed.

Gwent Police published its Disability Equality Scheme at the beginning of December 2006. A year one review was published in April 2008.

In accordance with the Disability Equality Duty, public authorities must produce an annual report on progress that has been made in meeting the duty and this is the purpose of this report.

## **2.0 Progress against the Action Plan**

The Force's Confidence and Equality Board (CEB) is responsible for reviewing the effectiveness of the steps which are set out in the Action Plan. Progress has continued to be made, most notably in relation to the actions related to human resources management; further work is required to achieve the level of performance we aspire to. An update of the Disability Equality Scheme Action Plan is attached at Appendix A.

In December 2008, the CEB agreed to the setting up of a single Equality Scheme Action Plan. It is anticipated that this will have the effect of reducing the current level of bureaucracy and further ensure the effective co-ordination of work activity, performance monitoring and management by Confidence and Equality Board through the Force Business and Tasking Database. The approach supported by the NPIA is compliant with equalities legislation and will also lay the initial ground work for the future development of a Force Single Equality Scheme.

An update of disability related actions is attached at Appendix B.

## **3.0 Other initiatives taken to promote disability equality in 2008**

In addition to the work areas highlighted in the action plan, the Force has been engaging in other initiatives in last 12 months in order to promote disability equality. Examples of these initiatives are:

- a) A six-month trail of a revised recruitment and selection process and associated database took place. The learning from the trail will result in revised recruitment and selection procedures being introduced. This includes more information and support for candidates and managers on reasonable adjustments for disabled applicants.
- b) Copies of The Employers' Forum on Disability, Attendance Management and Disability line manager guide were purchased and distributed to all managers within Gwent Police.
- c) Training for managers in Diversity & Assessment competency AA1 was provided during 2008 via a series of one day workshops. This included input on Disability.
- d) Training for other staff in Diversity was provided via a series of half day workshops which included input on Disability.
- e) Further events included a one-day 'Listen Harder Listen Better' event which covered neighbourhood officers followed up by a further Listen Harder Listen Better event which was delivered to 77 of our employees.