

APPENDIX B: Partnership scheme - Summary of Questions and Responses

Comments	Response
<p>Comments from Anon at Leicester City Council:</p> <ol style="list-style-type: none"> 1) meets with the requirement of the Equality Act 2010 as it currently stands; good to see that it applies Human Rights thinking 2) wish the new partnership well, but what about MORE OUTCOMES for Communities 3) good to see Trans included in the scheme, though more actions around raising awareness would be helpful 4) Will there be an easy read version? 	<p>As a partnership we recognise that we need to be more customer focussed. The action plan attached to the scheme is based on high levels actions with specific actions being developed for each partner to deliver specific outcomes.</p> <p>Plans are being developed to produce an easy read version. This will be made available on each partners website and on request.</p> <p>NO CHANGE</p>
<p>Comments from the Valuing People Team at Leicestershire County Council:</p> <p>Involve people with disabilities in decisions through their programme of impact assessments and local access group;</p> <ul style="list-style-type: none"> • Consider and take into account the specific needs of local people with disabilities and their carers in planning and delivering services; (<i>consultation with people with learning disabilities needs to be done in an easy to understand way, using a variety of different methods</i>) • Design, plan and provide services to enable people with disabilities to maximise the control over their own lives; • Improve access to services and the built environment, utilising the experience, views, creativity and expertise of people with disabilities; (<i>access to facilities is considered to the physical elements which people with disabilities need to overcome, but also includes signage and 'changing places' which is more than an accessible loo!</i>) • Where possible, make information available, on request, through a range of media and in a range of formats [including, where appropriate, the provision of materials in symbols, large print, Braille, British Sign Language video or audio description] and offer alternatives to verbal 	<p>Members of the Partnership would like to thank the Valuing People Team for their comments and would welcome their input into developing appropriate actions to ensure that all our customers have equal access to services, information and employment .</p> <p>ACTION: Changes and amendments made to statements in Partnership with the Valuing Peoples Team</p>

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<p>communication so people with disabilities enjoy,(this sounds very patronising) equal access to information and services; (no consideration to making document easier to understand using plain and easy language and supporting with picture and images)</p> <ul style="list-style-type: none"> • Handle sensitively allegations of discrimination and harassment providing appropriate support to the alleged victim(s) in accordance with organisational policy and procedure; • Ensure recruitment and selection is carried out in line with current equality legislation, but also within the spirit of this scheme and national best practice; • Where possible to ensure reasonable adjustments are made so applicants with disabilities and existing employees who are or become disabled are treated fairly and with proper consideration of their abilities; • Make all reasonable efforts to help employees who are or become disabled remain in the Councils' employment; (to my knowledge no one with a leaning disability is employed by the district council - it would be interesting to know if this is not true. The city council has recently employed 6 - 10 people with learning disabilities in a variety of roles including consultant and cleaners. If you require more information about this - please let me know) • Manage employees fairly and appropriately, ensuring there is no discrimination on grounds of the persons' disability in terms of work allocations, consultation and communication, development and training opportunities, employee appraisals, granting of leave, service reviews or grievance and disciplinary matters. <p>as part of your single equality scheme you may consider an action to</p>	

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<p>' make sure that staff have appropriate training to ensure that they are about to work effectively with PWD'. including learning disability awareness training to all your front of house staff and 'making written information easier to understand' guidance training to staff which are involved in designing literature for the organisation. This particular course will refer you to the guideline set up by Leicestershire, Leicester and Rutland Partnerships and will benefit other hard to reach groups like people who English is a second language and people with low literacy levels. The Valuing People Team currently offer all this training but we would have discuss how this could be rolled out to your staff</p>	
<p>Comments from Age Concern: The main concern for the elderly who access services provided by Age Concern is the reduction in funding to services and the impact on them. There is however the recognition that services such as Meals on wheels and Lunch clubs are not provided or funded by district or borough councils, nevertheless this remains a concern</p>	<p>Members of the Partnership will endeavour to work with Age Concern and the elderly communities at all opportunities and especially where decisions by the partners would impact on them directly.</p> <p>ACTION: 3.1 OF ACTION PLAN REVIEWED AND AMENDED</p>
<p>Comments from Trade Sexual Health: The Partnership looks and sounds great. My concern would be when issues such as sexual health and HIV arise. HIV is a disability and is forgotten in such documents. In terms of LGBT people it's great that they have access and that your commitment to include this group in publicity it valid, how will ensure community centre's will be following this commitment, to date any publicity we have attempted has been met with staff saying "the public may be offended" should this equality just not be for business but also towards service users?</p>	<p>Community Centres are not provided by any of the partner authorities. However where funding is provided to run community centres, all our grant application forms require the applying body to deliver and provide services fairly and without discrimination.</p> <p>NO CHANGE</p>

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<p>Comments from Regional Equality and Diversity Partnership:</p> <ol style="list-style-type: none"> 1) Need more SMART actions which are district/borough specific 2) Need to show and include Disability data 3) Need to show commitment to reduce inequality in social care and housing provision 4) Would welcome the opportunity to work in Partnership with the districts and borough councils 	<ol style="list-style-type: none"> 1) As per response to Anon from Leicester City 2) It is recognised that a wider range of data would help to inform the scheme and the work of reduce inequalities. However as there is no definitive data on “disability” – this Partnership would welcome the sharing of any data held by the REDP. 3) District and Borough councils do not have responsibility for the provision of social care (adult or children). As not all district and borough councils have retained their own housing stock, this aspect will be developed further within each Partners action plan as appropriate. 4) Offer of closer Partnership working noted and welcomed
<p>Comments from HBBC Scrutiny Commission:</p> <ol style="list-style-type: none"> 1) That Parish Councils require support on the General Equality Duty and the Borough Council should explore how this can be given. 2) That customers and staff should always have the opportunity to indicate that they would “prefer not to say” when asked Equality questions. 	<ol style="list-style-type: none"> 1) HBBC has been in contact with the Leicestershire and Rutland Association of Local Councils who are to include guidance in their next newsletter advising all Parish Council’s how they can meet the general equality duty. 2) All Equality questionnaires have prefer not to say options.