

Disability Report - January 2008

The DES (Disability Equality Scheme) was first published in December 2006. As part of a Single Equality Scheme, embracing Disability, Race and Gender, this was updated in April 2007.

In line with legislative requirements this report sets out to provide an annual review of the Disability Action Plan. In addition, it initiates a process of a complete rewrite of the Single Equality Scheme in light of recommendations from the Single Equality Bill 2008 and Equality and Human Rights Commission plus a process of change as the organisation moves to a Trust status in April 2008. This piece of work will be undertaken by the new Diversity Officer¹ appointed in May 2007.

The Diversity Officer sits on the following internal groups - Diversity Strategy Group², Assistive Technology Group, DAWN (the newly formed Disability Awareness Network group), Equality Impact Assessment panel³ and Chairs the Diversity Champions Group.

Recruitment

The 'Positive About Disability Two Ticks' award reflects the systems and structures in place for recruitment of staff who declare a disability at the point of application.

Training⁴

Disability awareness training is a mandatory requirement for new staff at Induction. During 2007 the following additional disability training has been undertaken

- Dyslexia Awareness for Location Managers
- External Dyslexia Seminar for dyslexic employees

¹ DES A.P. Policy & Strategy no 2 i)

² DES A.P. Leadership no 1 i) & 1 ii)

³ DES A.P. Policy & Strategy 2 i)

⁴ DES A.P. People no 3 – Training Plan

- Disabled Victims affected by Domestic Violence for appropriate staff
- Mental Health for employees in contact with offenders
- Offenders with brain injuries for Probation Officers
- Deaf people in the CJS for Probation Officers
- Personality Disorders for Area and District team Managers
- Disability events held by Employers Forum on Disability in Cardiff for appropriate staff

Monitoring⁵

Continued development of disability monitoring and exception reporting. Race equality monitoring extended to include disability. Current IOSS system not configured to accept but will be replaced by new offender data base DELIUS, scheduled for introduction April 2008⁶.

Policies

In line with the transition to Trust status all the HR and general policies are under review. A new EIA (Equality Impact Assessment)⁷ process has been implemented to include JNCC Management & JNCC Board, EIA panel with the current WMPA Board signing off policies prior to publication. Those policies deemed by the EIA panel to have a direct impact on staff with a disability will also go to DAWN group for consultation. The following policies have been impact assessed during 2007

- Standards of Conduct & Disciplinary Rules
- Time off for TU duties and activities
- Adverse weather conditions
- Substance misuse statement
- Enforcement of Community Sentences & Licences

The following will be impact assessed January 2008

⁵ DES A.P. Leadership no 1 iii)

⁶ DES A.P. Processes no. 4 i) & ii)

⁷ DES A.P. Policy & Strategy no 2i)

- Career Planning & staff mobility protocols & procedures
- Secondment agreement
- Approach to assessing requirements for employees with a disability or impairment
- Procedure for requesting to work beyond normal retirement age

Current projects concerning disability issues

- Development of a 'Managing Diversity' questionnaire for procurement projects
- Implementation of 'Diversity' as a standing item on all internal meeting agendas
- Follow up outcomes of personal Diversity objectives on annual appraisals
- Extension of hearing loops throughout office locations - currently one at each office plus Leswell Training Unit and Braley House Hostel
- Ensure practice of 'reasonable adjustments' followed for all offenders who declare that they have a disability
- Continue to work with 'Access to Work'
- Removing barriers to website access e.g. dealing with requests for alternative formats, languages etc
- Development of dyslexia screening process
- Ensure best use of assistive technology provisions and managing locational clusters - currently 13 users
- Confidential staff satisfaction survey due early 2008 - question re disability to gauge more accurate stats regarding number of staff with a disability