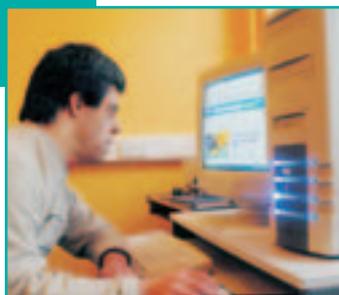


Disability Equality Scheme

2006-2007



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Foreword by Councillor Mike Freer, Leader of Barnet Council

This is Barnet Council's first Disability Equality Scheme to be published as part of the new duty placed upon public authorities to promote disability equality.

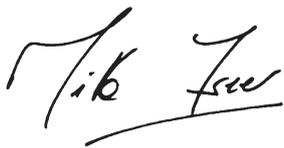
The scheme reflects Barnet Council's ambitions and aspirations to work with our key partners to ensure that Barnet is known nationally and internationally as a first class suburb of London.

The first draft disability action plan was presented to elected members and our local disability umbrella group, DAbB, in 2005 in anticipation of the new Disability Equality Duty. The re-drafted scheme and action plan was consulted on during the summer of 2006 with contributions from our disabled Citizens' Panel, the Physical and Sensory Impairment Network and Partnership Boards, as well as the voluntary and community sector networks serviced by Barnet Voluntary Services Council.

The focus of this action plan is to ensure that the council's processes and structures are robust to deliver services which will have a positive impact for disabled people. The success of these targets will be used to inform a new Generic Equality Scheme which will be published in April 2007 to embrace the new Gender Equality Duty and incorporate our targets relating to race and disability.

But, to ensure the council is actively promoting equal access for disabled people we recognise the importance of monitoring and reviewing the targets agreed by ourselves and we welcome scrutiny of our performance by disabled people both within the council and externally.

Equality is integral to everything the council does and it is my responsibility as Leader to ensure that the council excels in its leadership role by being innovative and taking appropriate risks which will enable us to continue to advance and progress.



Councillor Mike Freer
Leader of Barnet Council



Introduction

Barnet is proud to publish its first Disability Equality Scheme outlining how it will promote disability equality in delivering services to its local communities. Supported by a realistic action plan, the scheme aims to build on current good practice taking place in service areas and sharing it across the whole council to develop a standard which reflects our commitment to promoting disability equality. The scheme with an accompanying 12 month action plan will support the council's decision to publish a single Equality Scheme in April 2007 and enable us to meet positive duties relating to promoting race equality, disability equality and gender equality and reflect the council's commitment to mainstream equalities into our corporate planning process.

Barnet is a vibrant and multi-cultural suburb of London and home to a growing and diverse population. It is estimated that there are approximately 60,000 people living in Barnet with a long-term illness, health problem or disability that affects their daily activities or the work that they can do . Nearly 6,000 people in Barnet are visually impaired and 7,000 are hard of hearing.

Judged to be a borough that is 'improving well', Barnet Council is keen to develop its reputation as a first class suburb with new, inclusive thriving neighbourhoods delivering consistently high services to an increasingly diverse population.

2006 is critical time in the council's planning cycle – the publication of Barnet's Sustainable Community Strategy entitled Barnet a First Class Suburb is supported by the council's new corporate business plan and is further enhanced by the publication of this new Disability Equality Scheme which will sit alongside our Race Equality Scheme.

Barnet in facts and figures

Covering 87 square kilometres, it has large areas of protected open space and parkland, and over 20 town centres, all of them diverse centres of retail, culture and community activity.

The rich diversity of Barnet is reflected in the make up of its 327,000 residents. Just over a quarter of the population belong to a minority ethnic community - the largest of which are Indian and Black African. Barnet is also home to the largest number of Chinese residents of any London borough and the highest proportion of Jewish residents in the country. Barnet ranks as a healthy borough with low levels of disability on these indicators, in part at least because of its comparatively young age structure and affluence.

Some key facts emerge from the 2001 Census:

- Barnet's population rose by 5.4% between 1991 and 2001 – more than twice the average rate for England and Wales
- Like London as a whole, Barnet has a comparatively high proportion of people in their 20s, 30s and 40s and low proportions of those in their teens and between 50 and 80 years of age
- 45,948 residents, 14.6% of Barnet's population, said they had a disability or limiting long-term illness. While this is higher than in 1991 it is low compared with the country as a whole. Barnet's figure is in the lowest third of authorities. Within London, only seven of the 33 boroughs have a lower rate of disability. This total and percentage compares with 28,649 residents, 10.7% of the population, in 1991
- Disability increases with age as summarised in Figure 1 reflecting national trends. This trend is reflected across all communities as summarised in Figure 2
- Some forms of disability are associated with deprivation. The Health Improvement and Modernisation Plan clearly demonstrates an association between levels of deprivation and the effects of ill-health such as increased levels of coronary heart disease which would “impair a person's ability to carry out normal day to day activities” as defined within the Disability

Discrimination Act (1995). This would then impact upon the earning capacity of an individual resulting in people only being able to purchase lower priced accommodation in the more deprived areas of the borough as shown in Map 1

- 14.8% of Barnet residents give their religion as Jewish – the highest rate in England and Wales. Over a quarter of residents (26%) belong to minority ethnic groups. Barnet’s disabled community reflects this diversity
- Map 1 shows the working age distribution of residents with a disability in Barnet.

A picture of Barnet starts to emerge which is complex both in its ethnic and faith composition, its economic vibrancy and this impact on our local disabled community. Figure 2 and Map 1 both clearly show that the council must acknowledge these realities within its action plan to promote disability equality.

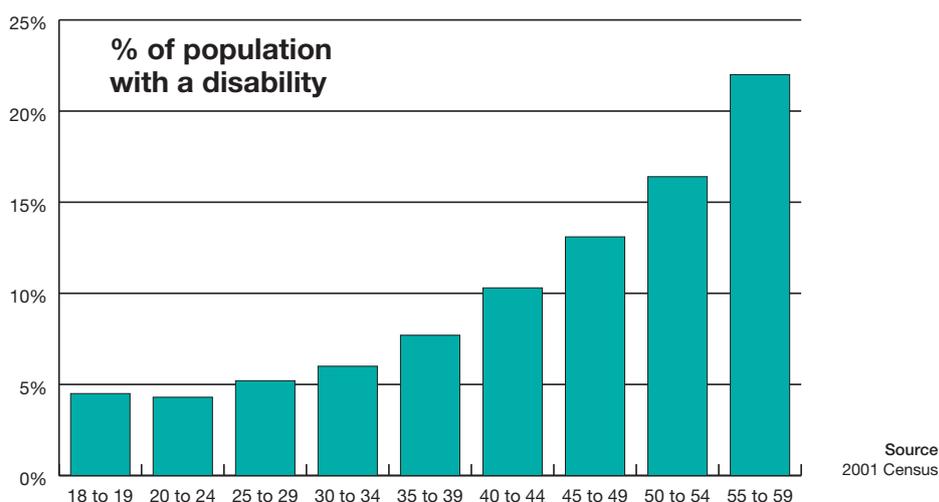


Figure 1

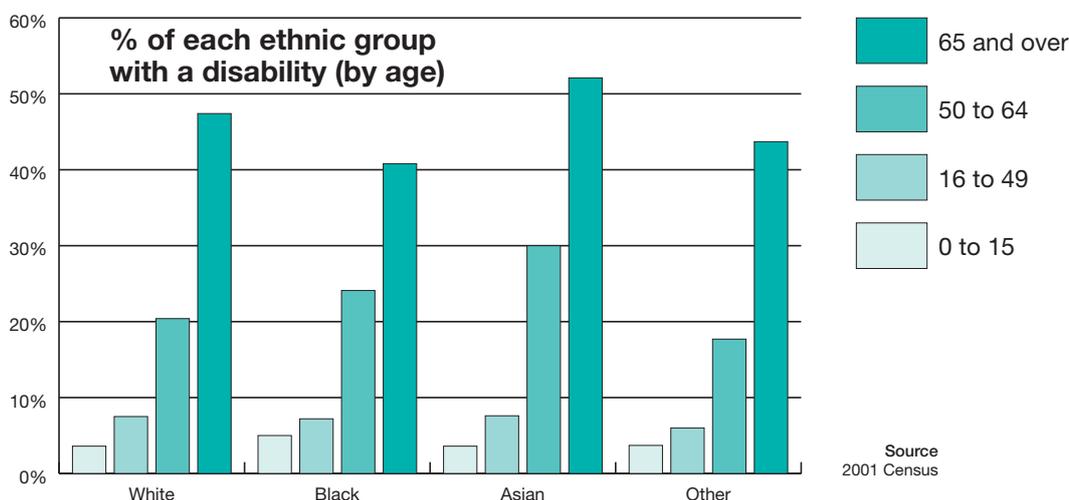
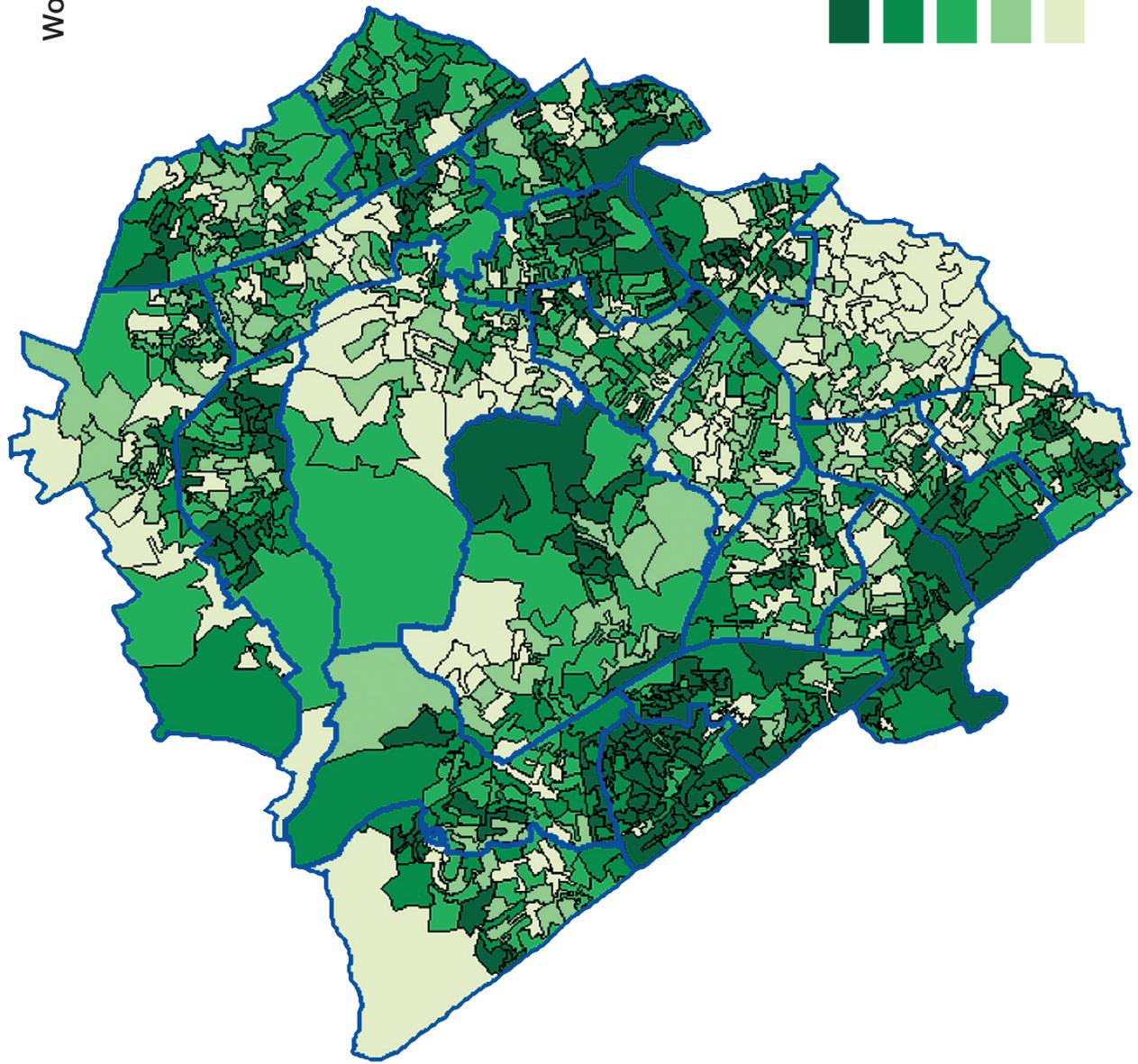


Figure 2

Working age residents with a disability

Source
Census 2001



Map 1

Our Vision and Values

As an ambitious council, we want to be known nationally and internationally as a first class London authority. We are aware that Barnet is currently undergoing dramatic growth through successful regeneration causing Barnet's communities to change dramatically. The council with other partners in Barnet's Local Strategic Partnership wants to maintain the best characteristics of a traditional suburb while benefiting from the vibrancy of new communities.

Our vision for Barnet is to make it a place where :

- People want to live and work
- Where first class services are offered to all its residents
- Successful communities are working and thriving, and as a result
- Quality of life continues demonstrably to improve

This vision is underpinned by a number of Barnet values which provide a benchmark for behaviour across the organisation. These are:

- Customer care – accepting that our users and potential users of services know what best services they need and how they want them to be delivered.
- Local choice – wherever possible we will try and make sure that users have a choice. This can range from using the choice-based lettings service for a home, freedom to choose respite care or for individual residents to request dropped kerbs to make roads and pavements accessible.
- An active community - is one of Barnet's greatest strengths. Residents have a strong sense of civic pride and play a pivotal role in maintaining its social cohesion by living and working amicably alongside each other to making Barnet a better place to live.
- Value for money – As part of our ambition to be an efficient and effective organisation delivering quality services which are both flexible and responsive to the needs of our diverse users and potential users we have implemented new business systems fit for the 21st century in the areas of finance, procurement, payroll

and human resources. These business systems will support the council's compliance of the Disability Discrimination Act's specific duty to monitor our employment procedures and practices.

- Facilitating success – is an integral part of the council's role as a community leader. We understand our contribution in creating conditions which maintain a successful Barnet, leveraging in benefits to local areas through the improvement of the local infrastructure to create a thriving borough in which people wish to invest.

Our vision and values underpin the strong strategic direction and the key corporate priorities of the council to achieve excellence in service performance, quality corporate governance and community engagement through:

- A Bright Future for Children and Young People
- Supporting the Vulnerable
- Clean, Green, Safe
- Strong and Healthy
- A Successful Suburb

Legislative context

From December 2006 the Disability Discrimination Act (DDA) 1995 will be amended to place a duty on all public bodies to promote disability equality. This will affect all public bodies - from local councils to government departments, from universities to hospitals.

The Disability Equality Duty will require the public sector to actively promote disability equality, and is similar to the duty to promote race equality under the Race Relations (Amendment) Act 2000.

How will it operate?

This is a positive duty building in disability equality at the beginning of the process, rather than to make adjustments at the end. The duty will bring about a shift from a legal framework relying on individual disabled people complaining about discrimination to where the public sector becomes a proactive agent of change.

The Act sets out what is known as the General Duty. This means that all public bodies like Barnet Council will have to have due regard to:

- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons
- encourage participation by disabled persons in public life
- take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons

In the process of producing this Disability Equality Scheme we must:

- Involve disabled people in producing the scheme and developing the action plan.
- Identify how we will gather and analyse evidence to inform our actions and track progress.

- Set out how we will assess the impact of our existing and proposed activities on disabled people.
- Produce an action plan for the next three years.
- Report on our progress every year and review and make appropriate revisions to this scheme at least every three years.

The 2001 Census clearly links disability and poor educational attainment with economic deprivation. As one of the largest education authorities in London with nationally recognised schools we are acutely aware of our responsibilities to support and encourage Barnet's children and young people through their development into adulthood. A summary of some of the evidence presented in to the Joint Area Review inspection in Appendix 2 highlights some of our educational achievement targets.

How will the duty be enforced?

In relation to the Specific Duty and those bodies who will have to produce a Disability Equality Scheme, the DRC will have the power to issue compliance notices where it is satisfied that a public authority has failed to comply with its specific duties under the regulations, and can enforce the notices in the county or sheriff court. It is anticipated that this function will be maintained by the new Equality and Human Rights Commission upon dissolution of the DRC.

Defining Disability

Barnet Council has adopted the social model of disability. We accept that the current structure of society and the environment and attitudes of people are factors that disable people. We recognise that disabled people have needs, wants and aspirations and are judged by their ability. In response to this, an action plan has been developed which focuses on improving the internal structures of the organisation and that our equality priorities should be delivered through four strands which are summarised in the next section:

The council uses the Disability Discrimination Act 1995 to define disability as 'A physical or mental impairment that has a substantial and long-term effect on his or her ability to carry out normal day-to-day activities.' In this definition, long term is taken to mean more than 12 months and would cover long term illness such as cancer and HIV or mental health problems (to reflect the DDA 2005).

We accept that many disabled people do not wish to define their disability with such descriptions, however, to enable the council to sensitively plan its services it is necessary for us to monitor who uses our services and to ensure that all service users are being treated fairly.

Key disability equality priorities

As a community leader we believe all residents, service users, employees and partners in the community should be encouraged to make their contribution to improving our services. We have endeavoured to use those resources to scope the delivery of our Customer Access Strategy to use information about our diverse communities in an intelligent and inclusive way to shape our functions, design our policies and ultimately to improve our service delivery.

As a community leader

We must ensure:

- All residents, service users, service providers, employees and partners in the community have a responsibility to promote equalities and challenge discrimination and stereotyping

- All residents and service users are able to participate fully in the life of the community and celebrate its diversity
- Every resident and service user has equal access to high quality services that meet their needs. We recognise that there are some people who may need support in receiving this entitlement
- Every resident, service user and employee is entitled to a safe environment free from discrimination and harassment

As a service provider

Our Customer Access Strategy ensures that we have made explicit our commitment to delivering services in a fair and transparent way using standards based on merit and appropriateness. We believe that all those who receive our services:

- have the right to receive appropriate, accessible services that are free from discrimination, harassment and victimisation
- have the right to be treated with respect and provided with accurate and up to date information about the council's services
- should feel enabled to access council services and not feel excluded because of their age, disability, ethnic background and skin colour, faith, gender, health, language, social and economic background, or because they are lesbian or gay
- have the right to be consulted on the way the council plans and delivers its services
- have our assurance that service contracts will incorporate equalities principles and that performance against these will be monitored
- have the right to give and receive feedback or raise complaints about services through clear and easy to use complaints procedures and should feel able to contribute to the Council's decision- making process.

As an Employer

The council's greatest asset is its people - approximately three-quarters of the council's budget is committed to staff. The council's Human Resources Strategy sets out how the organisation as a whole, and each service area, will maximise the contribution of the council's staff to delivering services and achieving the Corporate Plan priorities.

The strategy is supported by a series of three second-level supporting strategies which address objectives in key areas of human resources policy.

The three second-level strategies are:

- Workforce Development Strategy
- Talent Management
- Improving the Health and Safety Culture Strategy

The second-level strategies discuss, in detail, the major issues and changes that the council will have to implement in its human resources policies over the next five years. But some key, overarching principles will apply in all circumstances.

- Barnet will always strive to develop its people, recognising and responding to the diverse needs of its staff and to become recognised as an employer of choice. It will actively promote itself as a good practice employer
- The council will strive always to create and sustain a healthy and safe working environment, free from harassment and discrimination, treating all staff with dignity and respect
- All human resources policies, procedures, terms, conditions and benefits will be universal and consistent standards will apply to all Barnet's employees at every level of service and across the entire organisation
- The council is committed to reaching the highest level of the Equality Standard for Local Government within the five-year timeframe of this strategy

- The council, where possible, will seek to maximise the employment opportunities for local people, although it will not actively discriminate against anyone from outside Barnet to achieve this

As a procurer of goods and services

Barnet Council will ensure that our procurement policies and practices support our corporate strategies and enable us to meet our disability equality priorities by undertaking the following:

- placing an expectation on our appointed contractors to share and deliver our equalities and diversity goals
- ensure that all equality considerations are taken into account when procuring goods, works, or services from external providers
- monitoring our contracts for compliance including appropriate terms and conditions
- training staff in equalities issues for procurement

Delivering disability equality priorities the Barnet way

We believe the Leader of the council is best placed to deliver our disability equality priorities. Our action plan will take place over 12 months during which time we are confident that a number of positive outcomes will be achieved. Delivering our disability equalities priorities the Barnet way will be done using a number of methods:

Barnet Council's Cabinet is responsible for providing positive leadership and strategic direction for the council both within individual portfolio responsibilities and as part of the corporate responsibilities of the executive. Members of Barnet Council's cabinet provide positive leadership and strategic direction for the council, both within individual portfolio responsibilities and as part of the corporate responsibilities of the executive. Barnet's Overview and Scrutiny Committee will oversee implementation of the action plan.

Barnet Local Strategic Partnership has recently been restructured to more accurately reflect its local community. Organised along two tiers, the LSP Executive - comprised of organisations that supply services in Barnet and the LSP Community Steering Group - comprised of community and voluntary groups representing significant groups of our service users we are confident that Barnet Local Strategic Partnership will deliver its 2016 vision. Barnet Civic Network will act as the council's primary civic engagement tool.

Executive Director for Communities is one of the council's corporate directors and will be the lead officer responsible for embedding and mainstreaming equalities and diversity into the Council's corporate planning structure.

Corporate Equalities and Diversity Group is chaired by the Director for Children's Services and will be responsible for embedding and monitoring equalities and diversity best practice across the council.

Financial and Performance Review meeting is chaired by the Chief Executive to test the performance of individual services in helping to meet our corporate priorities as specified within the Key Priority Plans. Equalities, diversity and community engagement are specific sections in these plans and their impact on service delivery will be monitored on an exception basis within this scrutiny process.

Staff support forums are an area of growth for the organisation. The council has recently set up a staff forum for members of staff from Black and visible ethnic minority communities and is in the process of discussing with disabled staff whether a similar structure would be useful to them.

Engaging with our communities is something we know is essential in promoting good race relations. As a previous successful holder of Beacon status for community cohesion, we understand that local people do not want to be put into boxes but want to be acknowledged as individuals with a range of needs. As a provider of public services it is essential that we are responsible with how we spend public money. We believe that the most effective way of delivering efficient, quality and flexible services is to ask our communities what is important to them using mechanisms such as the Citizen's Panel, Civic Network and the range of multiagency partnerships the council participates in. The Citizen's panel has a Disabled Citizen's booster panel. Our dynamic relationship with the local vibrant voluntary and community sector is reflected in the spirit of our Compact and the priorities highlighted in the Improvement Plan that have emerged out of the Best Value Review working with the voluntary and community sector.

Managing Data intelligently is one of our new challenges. Investment in ICT infrastructure means that we will be able to understand how the council can develop services which reflect the needs of our local communities. Over the past 12 months we have been producing management information packs to show the changing profile of our workforce and how these impacts on the services we produce and deliver.

Monitoring our progress

We in Barnet understand that one of the biggest assets is the active role played by our citizens in making Barnet a better place. Successes such as the compulsory recycling scheme, engagement with faith communities on the borough's landmark regeneration projects and the range of consultation mechanisms we have to listen to our residents to help us to achieve our vision.

We will monitor our progress against our disability equality targets using the Equality Standard for Local Government, Best Value Performance Indicators and our own Financial and Performance Review committee.

The Equality Standard for Local Government is the performance measurement tool used by the council to ensure that equalities is mainstreamed and embedded into our corporate planning mechanisms. It is currently a constituent part of the Best Value Performance Indicator 2a. The council self-assessed itself at Level 3 of the Standard in March 2006 and is aiming to move to Level 4 over the next 2 years which specifically addresses the role of information systems and monitoring targets listed in key priority plans of services.

The Standard is divided into 5 levels covering policy making, service delivery and employment which are:

Level 1: Get the system in place by identifying the commitment

Level 2: Assessment and Consultation

Level 3: Setting equality objectives and targets

Level 4: Information systems and monitoring against targets

Level 5: Achieving and reviewing outcomes

Each level is sub-divided into four further sections, namely: leadership and corporate commitment; consultation, community development and scrutiny; service delivery and customer care; employment and training. It is against these sub-sections that progress is measured.

Monitoring employment data

As part of our legislative responsibilities we will monitor our staff's profile by disability in the following areas:

- job applicants and promotions
- grievances
- disciplinary action
- performance appraisals
- training
- staff leaving the authority

we will also implement monitoring and analysis by disability of the following

- employees seconded to other positions within the authority
- employees undertaking acting up duties
- employees who have made complaints under our 'Dignity at Work' Policy (harassment, bullying and victimisation cases)

Developing our employees

It is essential that Barnet has the right people, with the right skills in the right place at the right time to maintain and improve existing and future services. This is addressed at a strategic level through our Talent Management Strategy, and is being reflected in service area plans, and financial resources for workforce development need to be identified. The Workforce Development Plan is a management tool to support this process.

A key objective in the Workforce Development Strategy is to achieve and maintain diverse workforce and progress upwards through the Equality Standard for Local Government Standard.

Publishing results

Our Disability Equality Scheme will be published on our website www.barnet.gov.uk. Our corporate Communications Team will be developing a Communications Strategy which will be disseminated both to our staff and to local residents inviting them to comment about the scheme and action plan. Consultation on the scheme

was undertaken with members of the disabled community, Barnet Voluntary Services Council and their wider membership, Barnet Council staff and was also posted on our website.

Our three Cs:- Comments, Complaints and Compliments

We encourage feedback from all sections of the community on council services and undertake to investigate complaints thoroughly in accordance with our procedures. Our comments, complaints and compliments are fed directly back to the service areas for prompt responses. We also capture information on our complaints and use the reporting and analysis of complaints actively to assess which sections of the community perceive they are dealt with less fairly and seek to address these perceptions.

Our action plan is a consolidation of current work taking place in the council between December 2006 and April 2007 and indicates preparatory work for 2007/08 where relevant. Future work will be incorporated into the Key Priority Plans and service plans ensuring disability equality priorities are mainstreamed.

Disability Equality Scheme Action Plan 2006 - 2007

Leadership and Corporate Commitment

Leadership and Corporate Commitment	Priority	What needs to be done?	Monitoring method	Improvement Evidence/ Outcomes	Responsible Officer
All services	Clear policies and procedures Performance Management Plans	<ul style="list-style-type: none"> • Ensure KPPS and equalities policy reflect current legislation and guidance for managers and other staff • Incorporate DDA requirements and accessibility issues into all KPP's as part of equalities sections • Line managers aware of their obligations under DDA for staff that have or develop disabilities • Managers supported by expert HR Operational staff, Equalities Team and HR Strategy • Line managers conduct regular reviews with individual disabled employees to assess reasonable adjustments and to ensure staff have what they need to reach their potential 	Exception monitoring in the Financial and Performance meetings		All Heads of Services
	Website and intranet Corporate Identity Guidelines	<ul style="list-style-type: none"> • Thorough check of website and intranet for accessibility issues • Resolution of accessibility problems • Accessibility Monitoring system 	<ul style="list-style-type: none"> • Webmaster to act as accessibility gatekeeper • Accessibility built into web monitoring processes • Regular input from each service area 		
Communications	Internal communication	<ul style="list-style-type: none"> • Corporate Identity and written communication • Internal communication (reports, plans, presentations) to be appropriately presented • Ensure corporate design guidelines to be more widely publicised internally • Communication strategy to be reviewed to ensure accessibility and changes publicised to all staff 			Head of Communications
	Communications Strategy				
	Library of Images	<ul style="list-style-type: none"> • Barnet's image as an employer and service provider for people with disabilities to be enhanced 	<ul style="list-style-type: none"> • Increase range of images of Barnet's diverse communities 		

Leadership and Corporate Commitment	Priority	What needs to be done?	Monitoring method	Improvement Evidence/ Outcomes	Responsible Officer
Corporate Performance Office	Best Value	<ul style="list-style-type: none"> • Incorporate DDA requirements and accessibility issues into all Best Value Reviews • Review and assess the needs of Barnet's communities (including disabled communities) to inform the BV process and meet the duty of Best Value • When 'Comparing', compare disability-related services with mainstream services to gauge the quality and level of service provided to disabled people • Compare the nature of the service with the experiences of someone who does not need the service 	Summary sheet by each service showing achievements in securing the rights of disabled people		Head of Corporate Performance Business Improvement Manager
	Organisational responsibility and ownership	<ul style="list-style-type: none"> • Use DRC's Disability Equality Checklist for BV reviews DDA compliance, incorporation of disability considerations in corporate policy objectives and individual service area policy objectives, and encouraging good practice • implementation and prioritising of Disability Action Plan 	Progress against the Equality Standard for Local Government		<ul style="list-style-type: none"> • Head of Corporate Performance • Equalities Officer

Consultation, Community Engagement and Scrutiny

Consultation, Community Engagement and Scrutiny	Priority	What needs to be done?	Monitoring method	Improvement Evidence/ Outcomes	Responsible Officer
All Services	Work with voluntary and community groups	<p>Make contact with groups such as DabB (Disability Action in the Borough of Barnet) to seek consultation on Action Plan and other initiatives and to seek advice on service development</p> <ul style="list-style-type: none"> Establish 'Access Consultation Group' to monitor a Disability Equality Action Plan <ul style="list-style-type: none"> include internal and external members to advise and review. Establish staff support group for staff with disabilities and seek consultation from such a group Prepare summary documents targeted to specific interest groups Prepare consultation documents in alternative formats 	Regular progress meetings and reports, with findings presented to Cabinet Equalities and Social Inclusion Committee		All Heads of Services
Communications Corporate Performance Office Resources Directorate	Consult internally and externally				Head of Communications Consultation Officer Head of Strategic HR
Housing Service	BVPI 75a - Housing Tenant satisfaction	Undertake regular satisfaction surveys			Head of Housing Service
Resources Directorate Corporate Performance Office	Customer focus	Carry out survey of customer requirements and audit the extent to which those rights to accessible services are met			Head of Customer Care Consultation Officer

Service Delivery and Customer Care

Service Delivery and Customer Care	Priority	What needs to be done?	Monitoring method	Improvement Evidence/ Outcomes	Lead Officer
Resources Directorate	Customer Access Strategy	<ul style="list-style-type: none"> Measuring Impact Maximising access to services Engaging with other service providers to share good practice Assessing the impact of the delivery of one service on another Identifying potential areas for mainstreaming services Contractors/ procurement Ensure that contractors engaged by the council commit to providing accessible services Ensure that procurement checks any goods/services for DDA compliance and accessibility 	Mystery shopping exercises		AD for Organisational Development and Customer Care Head of Strategic Procurement
Communications	BVPI 80e – Clarity of forms and leaflets	Check that forms and leaflets meet standards of accessibility (Bobby Check)			Head of Communications
Environment and Transport	BVPI 165 – Pedestrian crossings with disabled facilities	<ul style="list-style-type: none"> Parking Bays, positions, numbers, driver behaviour Street furniture positioning 			Head of Environment and Transport
Resources Directorate	Customer awareness	<ul style="list-style-type: none"> Work with services to ensure they understand the profile and needs of the users of their specific service with disabilities Customer Care Strategy to make explicit how the diversity of customers will be respected as detailed in the Customer Care Charter 			Head of Information Observatory Corporate Equalities and Diversity Group AD Organisational Development and Customer Care
Education Service	BVPI 43 – SENs in 18 weeks	<ul style="list-style-type: none"> Ensure that all SEN assessments are undertaken within 18 weeks Education Asset Management Steering Group self-assessments Primary Schools Strategy completed 	BVPI Audit trail		Chief Education Officer Individual schools

Employment and Training

Employment and Training	Priority	What needs to be done?	Monitoring method	Improvement Evidence/ Outcomes	Responsible Officer
Resources Directorate	Learning and Development	<ul style="list-style-type: none"> • All internal training, development and induction programmes to be accessible to disabled people • All internal training, development and induction programmes to deliver a message of inclusiveness • Use of e-learning • Continuous/rolling training in disability issues, legislative obligations, policy on disability and practice of reasonable adjustments • specific training on recruitment and staff management issues for management and HR Operations staff • Staff understand the DDA and its implications for their work • Ensure induction training for all new starters on their personal responsibility • Ensure front-line staff receive disability awareness training and employ good practice • Accurate monitoring 	<p>Training feedback and monitoring forms</p> <p>Positive feedback from service users with disabilities</p> <p>Monitoring form in recruitment packs</p>	<p>Workforce to become representative of Barnet's workforce</p>	<p>AD for Organisational Development and Customer Care</p> <p>Head of Information Observatory</p>
	BVPI 16a - % of staff with disabilities	<ul style="list-style-type: none"> • Work with organisations such as Jobcentre Plus and Workstep • Work with managers to help them feel confident that they can meet the needs of employees with disabilities • Link recruitment strategy with Barnet's commitment to become an employer of choice and the government's ambitious employment targets 			

Employment and Training	Priority	What needs to be done?	Monitoring method	Improvement Evidence/ Outcomes	Responsible Officer
Resources Directorate (cont.)	Recruitment advertising	<ul style="list-style-type: none"> • Train interview panels in fair recruitment procedures 	Annual accreditation	Workforce to become representative of Barnet's workforce	Head of Strategic HR
	Fair recruitment Positive action (work experience)	<ul style="list-style-type: none"> • Identify work experience opportunities across the council with a specific focus for people with disabilities 			
	Staff Support	<ul style="list-style-type: none"> • Establish and publicise staff support group for staff with disabilities that has clear lines of reporting to Corporate Equalities Group or management • Clear complaints/ grievance/harassment procedures 			

Impact for children and young people

Our duty when applied to schools will ensure that disabled pupils and learners can reach their potential by tackling the barriers to their learning. OFSTED has found that the best lessons take place where the delivery of teaching and learning responds effectively to individual needs and promote an inclusive ethos which focuses on raising achievement for all learners.

Barnet Primary Care Trust identified potentially 11,700 children and young people with complex health needs with up to 4,400 with long-term conditions and disability. We have made a commitment to increase the number of children with disabilities/complex needs with an allocated, trained lead professional year on year. 5

We will link the duty with our existing children and young people's plan to take account of the particular barriers to achievement for disabled pupils and learners and have undertaken the following steps to improve the quality of life and increased their opportunities to ensure that disabled young people become integrated into mainstream society.

Headline data on the educational attainment of children and young people in Barnet schools are above national averages and continue to rise on most key indicators. Effective data analysis ensures that headlines do not mask underachievement in schools, subjects or pupil groups.

- The voluntary sector plays a pivotal role in helping formulate policy
- Growing parental confidence in local provision has enabled more children with complex needs to be educated in Barnet. The number of children requiring a statement of special educational needs is continuing to fall as a result of increased delegation of funding and more effective early intervention
- The quality of special and mainstream resourced provision has continued to improve and the most recent inspection of a special school judged it outstanding in all areas

- Mainstream schools are more effective in their self-evaluation of provision for children with special educational needs and in tracking their progress. Outcomes for pupils with learning difficulties and disabilities were judged good or excellent in the most recent school inspections. Value added data for pupils at school action plus or with statements of special educational needs across the authority shows that they are making good progress relative to their peers
- The Special Educational Needs Inclusion Strategy 2004-2008 is established as the framework for promoting local capacity for high quality, inclusive provision. Some innovative and effective services, well matched to local needs, reflect coherent and focussed partnership working across schools and services and with the voluntary sector

We believe we can demonstrate that we have taken appropriate actions to achieve targets we have committed ourselves to, and identified appropriate positive outcomes for local disabled residents and employees of Barnet Council.

In our recent Joint Self-Assessment Review

- Of schools inspected in the autumn term 2005, 85% (11/13) were graded good or better for the progress of learners with learning difficulties and disabilities
- Progress of children with statements of special educational needs in key stage 2 based on value added data for English and mathematics was at least as good as the average progress of all pupils nationally. More than 75% of pupils with statements were above the 25th centile for KS1-2 value added. For some categories of need (SCLN, BESD and PD) more than 50% of pupils achieved in the top quartile indicating excellent progress
- Progress for children at school action plus is similar. For children in the largest categories of need (BESD, SPLD, SLCN) more than 75% were above the 25th centile, although for writing, 42% of pupils with SPLD fell below the lower quartile

- Value added data shows similar good progress compared to all Barnet pupils at KS4 for pupils with statements except for those with BESD, SPLD and ASC categories of need. 86% of pupils with a statement of special educational need achieved at least one GCSE A-G or equivalent in 2005
- Proportion of children and young people with complex needs educated out-borough is 0.21%, which is below the London average and below the proportion for all five neighbouring authorities
- 100% of statutory assessments, excluding exceptions, continue to be completed within time limits (subject to external audit) placing Barnet in the top quartile
- Performance in completing statutory assessments with exceptions is less good and below the national average due to medical staff shortages. This has been addressed through the recent appointment of two consultant paediatricians
- Cases resolved at SENDIST continue to decrease. In the 2004-05 academic year 40 cases were registered and 13 cases resolved at SENDIST and for 2005-06 12 cases are registered to date
- Evaluation of the impact of early years inclusion funding demonstrated improved outcomes for targeted children
- Barnet Young Carers and Siblings service provides support to young people aged 5 - 17. Activities include outings, fun clubs, homework clubs, counselling and telephone support. Following a successful pilot in 2003, a full time Schools Liaison Officer is being recruited to raise awareness in schools, increase referrals from this sector, offer training for teachers, support staff and be involved in PSHE lessons. Homework Clubs are facilitated with support of a SENCO and provide access to ICT and a quiet room for study

By adopting this approach, we hope to build on the success of our work with disabled children and young people as demonstrated by our educational achievement targets. We know that we cannot be complacent about the work that we have done so far and will ensure that these ambitions continue to be reflected in our action plan targets.

