

**WRITTEN STATEMENT OF A NON-KEY DECISION
CABINET**

ITEM:	DISABILITY EQUALITY SCHEME 2006-09
Members Present:	Councillors: RJ Phillips (Leader), Mrs LO Barnett, PJ Edwards, Mrs JP French, JC Mayson, DW Rule MBE (Deputy Leader), DB Wilcox, RM Wilson.
Date of Decision:	12th October 2006
Exempt:	No
Confidential	No
Urgent Decision:	No
Purpose:	To consider the proposed Disability Equality Scheme 2006-2009.
Decision:	<p>THAT</p> <p>(a) the development of the Disability Equality Scheme be noted; and</p> <p>(b) the proposed Disability Equality Scheme and Action Plan be approved.</p>
Reasons for the Decision:	<ol style="list-style-type: none"> 1. The Disability Discrimination Act 2005 requires organisations across the public sector to be proactive in ensuring that disabled people are treated fairly. However, this duty is not necessarily about changes to buildings or adjustments for individuals; it's all about including equality for disabled people into the culture of public authorities in practical and demonstrable ways. 2. The tool used to demonstrate how public sector bodies will achieve this duty is the Disability Equality Scheme (DES). Local Authorities have to produce a DES by December 2006 that shows they have considered the impact of their policies, practices and procedures on disabled people. 3. Herefordshire Council has had a DES since 2002, but this needs updating to take account of the new Duty to: <ul style="list-style-type: none"> • Eliminate discrimination that is unlawful under the DDA • Eliminate harassment that is unlawful under the DDA • Promote equality of opportunity between disabled persons and other persons • Take steps to take account of disabled person's disabilities, even where that involves treating disabled persons more favourably than other people

Options Considered:	There are no alternative options.
Declaration of Interest:	None.

COUNCILLOR RJ PHILLIPS: LEADER OF THE COUNCIL	Date: 12th October 2006
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