



East Midlands Development Agency (*emda*)

**Disability Equality
Scheme
2006 - 2009**

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Foreword

emda welcomes the introduction of the Disability Equality Duty, which places a responsibility on all public sector bodies to positively promote equality of opportunity for disabled people. Promoting equality of opportunity for all is crucial if we are to achieve the region's vision:

'by 2020, the East Midlands will be a flourishing region with growing and innovative businesses, skilled people in good quality jobs, participating in healthy, inclusive communities and living in thriving and attractive places.'¹

We know that there is much work to do to ensure that disabled people are given the opportunities to realise their full potential. There are nearly 10 million disabled people in the UK, of which around 7 million are of working age. Of these 7 million, only 50% are in work, compared with approximately 80% of non-disabled people. This is a missed opportunity not just for improving the quality of life of disabled people, but also for our region's future.

There is plenty of evidence that disabled people experience barriers in accessing the labour market and realising their potentials. Often, these barriers have little to do with a disabled person's impairment, but society's perception of disabled people. As such, we have a collective responsibility to challenge and overcome these barriers.

Our first Disability Equality Scheme (DES) has been developed with disabled people in our region and our Action Plan reflects the priorities that they have identified.

I would like to take this opportunity to thank everyone who has supported the development of this Scheme and I look forward to working with you to make our vision of a flourishing region a reality.

Jeff Moore
Chief Executive

¹ "A Flourishing Region: Regional Economic Strategy for the East Midlands 2006-2020", *emda*, www.emda.org.uk/res

What is the Disability Equality Duty (DED)?

The Disability Discrimination Act (DDA) 1995 was amended by the Disability Discrimination Act 2005 and places a new statutory duty on all public sector bodies to promote disability equality. This is called the Disability Equality Duty (DED). It changes the way the law works in this area, from a compliant driven approach to one that requires public bodies to proactively and positively engage with actions that will deliver lasting 'quality of life' improvements for disabled people.

The Act provides a robust legislative framework which requires public sector bodies to actively promote disability equality; this is known as the **general** duty. This means that all public sector bodies must, in carrying out their functions, have 'due regard' to the need 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; and
- take steps to take account of an individual's disabilities, even where that involves treating disabled persons more favourably than other persons

The overarching goal of the general duty is to promote equality of opportunity.

The Act also imposes a number of **specific** statutory duties for public sector bodies, in particular by setting out what we should do to plan, deliver and evaluate action to eliminate discrimination and promote equality. The aim of the specific duties is to assist public sector bodies to meet the overarching general duty.

Together, the General Duty and the Specific Duty are known as the Disability Equality Duty (DED) and became effective from 4 December 2006.

How does the Act Define Disability?

The DDA is designed to protect disabled people and sets out the circumstances in which a person is 'disabled'. Rather than providing a list of impairments, the Act defines disability as:

- a mental or physical impairment
- which has an adverse effect on an individual's ability to carry out normal day to day activities
- where the adverse effect is substantial
- and, the adverse effect is long term (meaning it has lasted for 12 months, or is likely to last for more than 12 months or the rest of an individual's life)

The East Midlands Development Agency (*emda*)

The East Midlands Development Agency (*emda*) is one of nine Regional Development Agencies (RDAs) in England, set up in 1999 to bring a regional focus to economic development. It is, therefore, defined as a public sector body under the Act and subject to the Disability Equality Duty.

What does *emda* do?

As an RDA, *emda* has five statutory objectives:

1. to promote economic development and regeneration
2. to promote business efficiency and competitiveness
3. to promote employment
4. to enhance the development and application of skills relevant to employment
5. to contribute to sustainable development

emda receives around £168 million of Government funding per year. We invest our funding to secure sustainable economic development, and it represents around 1% of total public sector spend in the region contributing 0.3% to the value of the regional economy. In itself, this is insufficient to address all of the region's challenges. As such, an important part of our role

is to influence public, private and third sector organisations, ensuring that their activities and spending contribute to the region's economic success.

If you would like more information about the work that *emda* does please visit our website at www.emda.org.uk

The Regional Economic Strategy

One of our main responsibilities is to produce a Regional Economic Strategy (RES) which outlines what the region needs to do to ensure long term sustainable economic development. Although *emda* acts as the coordinator and editor in developing the RES, it is the region's RES owned by all.

The RES consists of the following elements:

- a vision for the strategic development of the region
- the main priorities to deliver this vision
- analysis of the strengths, weaknesses, opportunities and threats that the region faces
- information on the region and its economy (an evidence base) which informs the vision and priorities for action

What are the aims of the RES?

The current RES is called 'A Flourishing Region' and looks as far forward as 2020. 'A Flourishing Region' is the region's economic strategy and is the agreed framework for ensuring the long term sustainable economic growth of the East Midlands.

The vision of the RES is that:

'by 2020, the East Midlands will be a flourishing region with growing and innovative businesses, skilled people in good quality jobs, participating in healthy, inclusive communities and living in thriving and attractive places'.

This vision is underpinned by three main Structural Themes:

- **Raising Productivity:** enabling our people and businesses to become more competitive and innovative;
- **Ensuring Sustainability:** investing in and protecting our natural resources, environment and other assets/infrastructure important to the region's economy;

- **Achieving Equality:** helping all people to realise their full potential and work effectively together to enrich our lives and our communities.

Within the three Structural Themes, the Strategy identifies 10 Strategic Priorities for the region. These are listed on the following page.

How is Equality and Diversity considered in the RES?

Equality and diversity are central to the success of the RES and will underpin all elements of its delivery. If we are to realise our vision of a 'flourishing region' we must ensure that we unlock the economic potential of everyone and ensure we strive towards equality of access to opportunity regardless of race, gender, disability, age, sexual orientation or faith.

Employment, Learning and Skills	To move more people into better jobs in growing businesses.
Enterprise and Business Support	To become a region of highly productive, globally competitive businesses.
Innovation	To develop a dynamic region founded upon innovative and knowledge focused businesses competing successfully in a global economy.
Transport and Logistics	To improve the quality of regional infrastructure to enable better connectivity within and outside the region.
Energy and Resources	To transform the way we use resources and use and generate energy to ensure a sustainable economy, a high quality environment and lessen the impact on climate change.
Environmental Protection	To protect and enhance the region's environment through sustainable economic growth.
Land and Development	To ensure that the quality and supply of development land contributes towards sustainable growth of the regional economy.
Cohesive Communities	To increase life chances for all leading to stronger and more cohesive communities, a dynamic society and a stronger economy.
Economic Renewal	To ensure all people and communities have the opportunity to create new and sustainable economic futures.
Economic Inclusion	To help overcome the barriers, or market failures, that prevent people from participating fully in the regional and local economies.

What is the Regional Context for the Disability Equality Duty?

Disabled people make up a substantial proportion of the working age population. Compared to the UK as a whole, the East Midlands has a slightly higher proportion of its working age population who describe themselves as being disabled to some degree:

- in 2005, 19.5% of the working age population in the region described themselves as disabled, compared to a UK average of 18.8%²

A higher proportion of working age men than women describe themselves as disabled, both regionally and in the UK as a whole. In the East Midlands the gap between men and women is greater than the national average.

In 2005, 20.4% of East Midlands men described themselves as disabled compared to 18.6% of women. Comparable figures for the whole of the UK reveal 18.9% of men and 18.6% of women describing themselves as disabled.

This means that the combined average for both men and women in the region (19.5%) disguises the particularly high proportion of men who report some degree of disability

Sub-regional variations

As well as differences between men and women, the geographical pattern of disability varies considerably across the East Midlands. A number of areas where there is a high proportion of men with disabilities can be linked with the legacy of the region's industrial heritage.

In the north of the region, principally in Derbyshire and Nottinghamshire, the legacy of coal mining and other industries can be related to higher incidences of respiratory and musculoskeletal impairments, especially amongst older men. In Nottinghamshire, 24.1% of men and 23% of women describe themselves as disabled, whilst in Derbyshire 21% of the population have disabilities. The proportion is also above average in Derby City, where 20.8% experience some level of disability.

² All estimates in this section are from the 2005 Annual Population Survey (APS) unless otherwise stated: ONS Crown Copyright, 'Annual Population Survey', January-December 2005, from NOMIS, 10th November 2006. Please note this updates estimates quoted in the RES Evidence Base, 'The East Midlands in 2006' (emda, July 2006), which drew from the 2004 APS.

Disability rates are also associated with the relative deprivation of a local area. Generally speaking, the more affluent areas of the East Midlands have lower proportions of their resident populations who describe themselves as disabled. Leicestershire and Northamptonshire (which both record some of the highest rates of employment and business registrations in the region) have the lowest proportions of their working age populations who describe themselves as disabled, at 16.7% and 17.5% respectively.

As such, many people with disabilities live in communities where employment and economic activity rates are lower than the regional average. This can compound the barriers and issues experienced by disabled people. People with disabilities are more likely to be resident in a deprived area, less likely to have higher level qualifications, and less likely to access learning or training opportunities. The outcome of all these factors are lower levels of economic activity and employment.

The East Midlands is a region that generally maintains very high levels of economic activity³ and employment, with much of the south of the region at or near to 'full-employment'. However, within this picture of overall high levels of participation, people with disabilities are still comparatively under-represented.

Disabled people experience barriers both in terms of accessing jobs and in relation to progression once in employment. These barriers may not be directly related to their impairment, as research has shown that people with disabilities are more likely to experience other forms of exclusion and disadvantage: ie, 'multiple disadvantage'.

The economic activity rate of people with disabilities varies markedly across the region, illustrating that the labour market participation of disabled people is far less likely to be affected by their impairment if they are resident in a more affluent area:

- in Leicester City, which includes some of the most deprived areas in the East Midlands (according to the 2004 Indices of Multiple Deprivation) only 44.5% of working age adults with disabilities are economically active (compared to the regional average of 58%);

³ 'Economic activity' describes the total rate of participation in the labour market. The economically active population includes those in employment and self-employment along with those who are unemployed but are available for and actively seeking work.

- however, in Leicestershire County, 71.4% of adults with disabilities are economically active.

Once in the labour market, there is evidence that people with disabilities encounter further barriers to progressing and accessing training. According to the National Adult Learning Survey, 28% of people who stated that they had a 'long term illness, health problem or disability' said that they were "not likely at all" to do job-related training in the next three years, compared to only 17% of people who did not report such an illness or impairment.⁴

What does this mean for *emda*?

Overcoming the barriers that prevent disabled people from accessing opportunities that properly suit their skills and abilities relates to a number of issues explored in the 'Flourishing Region' RES. There are strong economic inclusion issues that fall under the Achieving Equality Structural Theme and important business start up and skills issues linked to the Raising Productivity Structural Theme. The RES vision emphasises the need for the regional economy to be both inclusive and productive.

Of key importance for the East Midlands is the changing demographic make up of the region's population. Of all the English regions the forecasts show that the East Midlands will experience the greatest growth in its pensionable age group. By 2028 it is forecast to have a significantly older age profile than the UK as a whole.

This has two main implications for tackling the exclusion of people with disabilities:

- The region has experienced significant in-migration of older people to the Peak District, the Lincolnshire coast and to other rural areas and market towns. The incidence of disability is greater in the older sections of the population, so the ageing population is likely to be accompanied by an increasing proportion of people experiencing some level of disability. Therefore the proportion of people who may be vulnerable to exclusion due to disability issues is likely to increase over time.
- As the proportion of people of a pensionable age increases (from just under 19% in 2003 to 27% in 2028) the working age population will, by

⁴ Secondary analysis of regional data in national surveys undertaken by the National Centre for Social Research (NATCEN), 2005: evidence from the National Adult Learning Surveys 2001 and 2002, presented in *emda*, 'The East Midlands in 2006: Section 4 – Deprivation and Economic Inclusion', July 2006.

2028, shrink from 63% to 57%. Moreover, the average age of people within the working age group will also get older, as the age profile of the total population shifts towards the older age bands. Consequently, as people are more likely to experience illness or develop a disability as they get older, the ageing population could also result in a larger proportion of the workforce experiencing some level of disability.

As such, it will become increasingly important to enable more people from the working age population to access and sustain employment. However, as the population gets older people with disabilities are likely to make up an increasing share of this workforce.

As well as economic inactivity, people with disabilities are more likely to experience 'underemployment' whereby they are working at a level which does not best utilise their skills and experience. The Raising Productivity Structural Theme recognises the importance of increasing the skills level of employment opportunities in the region and ensuring that people are appropriately qualified to fill these opportunities. This means that activities to support people with disabilities cannot stop at the point of access to work, but must move towards support for progression in employment and sustained provision of training opportunities.

How will *emda* approach the Disability Equality Duty?

emda believes that disabled people should have full access to opportunities and choices to improve the quality of their lives, to maximise their contribution to the region's economy and to be respected and included as equal members of our society. Disabled people have an important part to play in the economic and social regeneration, performance and success of the East Midlands.

We will work to remove and prevent barriers that affect equality of access to services and employment. We will ensure that our policies and programmes take account of the needs of and opportunities presented by people with disabilities. *emda* will use its DES as a framework to deliver these goals.

How did *emda* develop its Disability Equality Scheme?

Our scheme has been developed over a period of six months involving a range of people both internal and external to *emda*. We created an internal Disability Equality Scheme Working Group (a sub-group of our Equalities Steering Group) to drive this process forward.

One of the key requirements of the development process was the involvement of disabled people. The Act requires that public sector bodies involve disabled people with an interest in the way the public body carries out its functions and in the development of the Disability Equality Scheme. These requirements reflect the fact that public sector bodies will not be able to fully identify and prioritise disability equality issues unless they consider the views of disabled people.

What is *emda's* commitment to involving disabled people?

emda is committed to being the best RDA exceeding the expectations of our stakeholders. Consultation and partnership working are central to the way we work. This commitment is apparent in the way we have approached the development of the Disability Equality Scheme and how we have worked with disabled people. We are, therefore, committed to:

- involving disabled people at every stage of the Scheme to:
 - change attitudes
 - identify barriers

- deliver improvements
- engaging and working in ways which value disabled people's experiences and fosters dignity and respect
- ensuring the continued involvement of disabled people in the implementation and review of our Disability Equality Scheme

How has *emda* involved Disabled People so far?

In order to involve disabled people in the development of our Disability Equality Scheme *emda* launched the 'Have Your Say on Disability Equality in the East Midlands' campaign. During this campaign we posed 10 key questions. These questions were based on the Strategic Priorities of the RES.

In order to engage with as wide a range of people as possible we also launched an on-line questionnaire. We advertised this opportunity through an *emda* news alert and questionnaire booklets were sent out to over 200 disabled-led/representative organisations and individuals in the East Midlands. People were invited to respond on-line, by email, post, telephone or at a face-to-face meeting. We received a variety of responses from individuals and organisations and their comments directly informed the priorities in our Action Plan.

Furthermore in October 2006, we hosted an involvement event for disabled people and relevant stakeholders to explore the key issues for disabled people. The event was held at the *emda* offices in Nottingham and was made as accessible as possible. In advance of the meeting we asked attendees if they had any particular requirements. As a result we provided travel assistance to individuals who required it and employed a British Sign Language (BSL) Interpreter for the event. The meeting was attended by a range of individuals, disabled-led organisations, representative organisations and relevant stakeholders.

This engagement event explored the questions posed by *emda* in the 'Have Your Say on Disability Equality in the East Midlands' booklet, covering the following areas:

- Employment, Learning and Skills
- Enterprise and Business Support
- Innovation
- Transport and Logistics

- Land and Development
- Cohesive Communities
- Economic Inclusion
- *emda's* role in promoting Disability Equality.

In order that the involvement process was appropriate and focused on issues that we, as an organisation, have direct influence over, relevant experts from *emda* were invited to join the discussion. This included staff who work on both policy development and programme delivery within *emda*. The key issues that were raised have been used to inform the priorities for action in our action plan.

In order that people are aware of the contribution that they have made to our DES, we will write to each person/organisation who contributed to the process highlighting where and how their issues have been addressed in the Action Plan. This will be done in January 2007 following publication of the DES.

What about future involvement of disabled people?

The statutory regulations specifically require the involvement of disabled people in the development of the Scheme. However, we acknowledge that the involvement of disabled people in the implementation of the various aspects of the Scheme will also be critical to the successful implementation of the Duty.

As such, we aim to create a representative Disability Reference Group made up of people with disabilities. The detailed terms of reference for this group will be developed in consultation with disabled people. However, the group's role will be to work with us in implementing the actions identified in the plan and supporting us in continually updating the Scheme in months and years to come.

In order to achieve this goal we aim to recruit a panel of disabled people (with diverse impairments and reflecting a broad cross-section of the disabled community) who have a track record in working on disability issues. In February 2007 we will advertise for people to assist us in this work. We will ensure that these opportunities are advertised widely and utilising the best routes for attracting the attention of disabled people. Group members will be paid an appropriate daily rate for their work.

What has *emda* learnt so far about involving disabled people?

Although we had a good response to our campaign we know that we can always improve the way we engage with disabled people. We understand that there is a widespread feeling of consultation 'fatigue' (with many other public bodies developing their own Schemes) and we will continue to work with disabled people over the lifetime of this Scheme to improve our consultation approaches. One option for this could be to develop a regional level approach to consultation involving other public bodies subject to the Duty.

We will also work to ensure the inclusion of disabled people within mainstream consultation strategies in relation to all functions. We will ensure access requirements are reasonably anticipated and met, so that people can participate fully. We will monitor consultation strategies and address any adverse impact identified.

How will *emda* deliver the DES?

The Chief Executive and *emda*'s Executive Team are fully committed to the Duty and will ensure the Scheme is successfully implemented. The Executive Team has taken a proactive approach to ensuring that they receive relevant Equality and Diversity briefings and training in preparation for the Duty.

This proactive and positive approach is also reflected by the commitment of our business-led Board. An Equality and Diversity Board Champion was appointed in September 2005. The Board Champion chairs *emda*'s Equalities Steering Group and is responsible for reporting progress to board.

What is the Equalities Steering Group?

In September 2005 the *emda* Board approved the establishment of a cross agency working group (the Equalities Group) to mainstream ownership and implementation of equalities issues across all of *emda*'s functions and responsibilities.

The mission of the Equalities Group is to:

lead, champion, guide and act as critical friend to the development, implementation and continuous review and improvement of *emda*'s

approach to mainstreaming equalities ownership, knowledge, capacity and behaviour.

The Equalities Group is not solely responsible for delivering the equalities agenda across *emda*: this is the responsibility of all *emda* staff. Rather the group is there to take an overview of what steps we need to take to ensure that we are compliant with both the letter and spirit of the law(s) and to develop a series of routemaps to ensure that equalities issues are effectively mainstreaming.

The group has the following responsibilities:

- developing and agreeing annual equalities work programmes
- advocating and championing for the equalities agenda
- representing the diversity of *emda* functions and teams
- creating dedicated time bound task and finish groups
- initiating internal reviews of processes and policies
- reviewing and agreeing equality proofed processes and tools (eg, project appraisal tools; beneficiary data collection; communications tools; corporate reporting; etc)
- reviewing and endorsing Board policy and update papers

Membership

Reflecting the importance of the equalities agenda, the group is chaired by the *emda* board lead for Equalities. All of *emda*'s Directorates are represented on the group.

Equalities sub-groups

At the inaugural meeting of the Equalities Group (29 June 2006) it was agreed that the following sub-groups would be created:

- **Communications**
To develop an Agency wide communications strategy and action plan focusing on internal and external communications, as a means of building capacity, promoting best practice and raising awareness.

- **Project monitoring and reporting**

To ensure that *emda's* project development, management and monitoring systems capture fuller demographic data related to project beneficiaries (individuals and businesses) so that we can better understand who is being supported and to influence future policy and project development.

- **Employment**

To ensure that *emda* fully discharges its legal obligations as an equal opportunities employer and is recognised as an exemplar employer.

- **Equality Impact Assessments (EIA)**

To ensure that in the development of all *emda* policies and projects we are aware of the likely positive and negative impacts of our interventions on equality issues and take appropriate action to remove or mitigate any negativity. This will be achieved through the development and application of EIA tools.

Each sub-group is lead by an expert in the relevant field, with support from *emda's* Diversity lead and other *emda* staff with expertise in this field.

What does the Duty mean for *emda* as an employer?

The Duty places a responsibility on *emda*, as an employer, to gather information on the effect of its policies and practices on the recruitment, development and retention of its disabled employees.

We recognise that meeting the Disability Equality Duty can bring considerable advantages to us in terms of our employment functions.

It can help us to:

- achieve a more representative workforce
- attract good quality staff
- avoid losing or undervaluing able staff
- improve staff morale and productivity
- improve staff management
- identify and develop good practice; and
- avoid claims of unlawful discrimination.


The employment aspects of the Duty is driven through the Employment sub-group of the Equalities Steering Group. This group is led by our Human Resources team with equalities advice from the Diversity Manager, and reports to the Equalities Steering Group on a quarterly basis.


This sub-group works on all aspects of equality and employment within *emda*. This group has identified a number of actions which have been summarised in the employment section of the Action Plan.

How will we publish the Scheme?

emda's Disability Equality Scheme is available on our website www.emda.org.uk Copies of the Scheme can also be requested from:

Diversity Manager
East Midlands Development Agency (*emda*)
Apex Court
City Link
Nottingham
NG2 4LA

 0115 9888389

 0115 8533666

 LucyMorgan@emd.org.uk

Copies of this document are available in alternative formats on request. If you would like to speak to anyone about this Scheme please contact Lucy Morgan, Diversity Manager (contact details above).

Annual Reporting

An annual report will be published containing a summary of:

- Steps taken against key priorities in the Action Plan
- Actions to be taken forward as a result of the work done

This report will be coordinated by the internal Equalities Steering Group and the external Disability Reference Group. The report will make up part of a broader Equalities Annual Report for the *emda* Executive Team and Board. This report will also be made more widely available on our website.

Disability Equality Scheme Action Plan

Our first Disability Equality Scheme Action Plan is divided into two sections. The first section focuses on internal capacity and covers issues such as communications, employment, *emda's* facilities and corporate governance matters such as assessing impact and monitoring.

The second section of the Action Plan identifies the key issues which disabled people have told us should be our priorities for action. Each of these actions are high priority and will be our focus in year one of the scheme.

As part of our annual review we will identify, with disabled people, the key priorities for action in year 2 and 3 of this scheme.

emda - Disability Equality Scheme (DES)

Action Plan

Year 1: Internal Capacity

Priority	Outcome	Measurable Indicators	Actions and Timescale	Line of accountability
Employment	<i>emda's</i> employment procedures are fair and equitable and encourage the employment, promotion and retention of disabled employees	<p><i>emda's</i> workforce broadly reflects disabled community in region</p> <p><i>emda</i> attracts quality disabled applicants for positions</p>	<p>Monitoring (ongoing)</p> <p>Staff survey to publicise revised definition of disability and establish number of disabled employees (February 2007)</p> <p>Consult with disabled people about the best place to advertise vacancies (February 2007)</p> <p>Explore opportunities to offer work experience to disabled</p>	Corporate Services

		Disabled staff feel valued and are recognised for their contributions	people (March 2007) Staff Appraisals (ongoing)	
Equality training for <i>emda</i> staff	<i>emda</i> staff understand their roles and responsibilities in terms of positively promoting Disability Equality	All staff are trained in their responsibilities in the disability equality dimension of their work	In place (ongoing) All new staff to attend Diversity Awareness training (ongoing) Disability Etiquette training (delivered bi-annually)	Corporate Services
Facilities	<i>emda</i> 's building to be as accessible as possible	Disabled visitors are able to access <i>emda</i> 's building in a fair and equitable way	External access audit (January 2007) Review of images in <i>emda</i> offices (January 2007) Reception staff offered disability etiquette training (delivered bi-annually)	Corporate Services/ Strategy and Communications

Communications	Disabled people to have equality of access to communication with <i>emda</i>	Consultation with disabled people demonstrates satisfaction with <i>emda's</i> communication processes	Diversity Communications plan developed (January 2007) Implementation (February 2007 onwards)	Strategy and Communications
Equality Impact Assessments (EIA)	Equality Impact Assessments undertaken on key <i>emda</i> projects and strategies	Equality Impact Assessment Framework developed Equality Impact Assessment implemented in project appraisal documentation Training for relevant staff	Framework completed (Jan 2007) EIA methodology integrated in project appraisal framework (March 2007) Training delivered to staff (from April 2007 and ongoing quarterly)	Strategy and Communications /Corporate Services
Monitoring	<i>emda</i> can identify the impact of its work on disabled people	beneficiary data Recommendations produced by Monitoring Sub-Group Recommendations	Recommendations finalised (January 2007) Recommendations	Corporate Services/ Strategy & Communications

		<p>presented to Operational Directors (DOM)</p> <p>Beneficiary data clauses in <i>emda</i> contracts</p> <p>Initial review of Beneficiary data</p>	<p>considered (February 2007)</p> <p>Methodology implemented (April 2007)</p> <p>Initial data review (October 2007)</p>	
Partnerships	<p>Key partners understand their equalities responsibilities and deliver accordingly</p> <p>Key partners are equality 'confident' in the work they do with/for <i>emda</i></p>	<p>Key partners staff proactively raise equalities issues</p> <p>Key partners consider equality issues in their business plans/projects to <i>emda</i> for support</p> <p>Key partners are able to report equality data when requested</p> <p>Key partners are able to report any adverse impacts and their remedial action when requested</p>	<p>Capacity building with partners (February – July 2007)</p> <p>Key partners are able to report key equalities issues (from September 2007 onwards)</p>	Corporate Services

Procurement	<i>emda's</i> supply chain is fair and equitable and encourages businesses owned by people with disabilities to apply for procurement opportunities	Monitoring of contractors shows that disabled owned businesses are not adversely affected by <i>emda</i> procurement processes	Business Survey to understand 'snapshot' of businesses <i>emda</i> currently procures goods and services from (February 2007) Business monitoring form to be distributed with all new contracts (April 2007 onwards)	Corporate Services
Reporting	<i>emda</i> to report progress against Disability Equality Scheme annually	Progress report compiled by Equalities Steering Group Progress reported to <i>emda</i> Executive Progress reported to Board Report published on <i>emda</i> website	October 2007 (annually thereafter) November 2007 (annually thereafter) November 2007(annually thereafter) December 2007(annually thereafter)	Strategy and Communications

Year 1: External Priorities

Priority	Outcome	Measurable Indicator	Timescale	Accountability
Access to Communication	Access to communication is a cross cutting priority. Disabled people and stakeholders reported that without appropriate access to communication all other priorities for action would not have the desired impact. Access to communication will be considered in all priority actions listed below.			
Employment, Learning and Skills The key issue identified by disabled people was the barriers they encountered due to the lack of employer awareness. They saw <i>emda's</i> role as influencing employers on the business case for diversity	Employers to understand the business case for diversity Disabled people to realize their employment ambitions <i>emda</i> to work with employers to raise the awareness of the skills and employment ambitions of disabled people.	Explore the best options for working with employers to raise awareness of the business case for diversity Develop project to work with employers in partnership with disabled people Commission work Deliver project Assess impact	March 2007 April 2007 July 2007 Oct 2007 Year 2 onwards	Strategy and Communications, Regeneration and Business Services

<p>Positive Role Models</p> <p>Key issue raised was the lack of positive role models in society – especially in sphere of employment and enterprise.</p>	<p>Increased exposure of positive role models for disabled people</p>	<p><i>emda</i> to work with disabled people to explore the options for promoting more positive role models</p> <p><i>emda</i> to work with partners to promote diversity of board memberships</p>	<p>April 2007 onwards</p> <p>April 2007 onwards</p>	<p>Strategy and Communications</p>
<p>Business Support</p> <p>Appropriate and sensitive business support was identified as a key issue for disabled people</p>	<p>Specific and targeted support for disabled people to start and grow their own business</p> <p>Mainstream business support suitable for the needs of disabled people</p>	<p>Independent Equality Impact Assessment undertaken of business support process</p> <p>Work with East Midlands Business Ltd (Business Link provider) to ensure that business support is suitable for disabled entrepreneurs</p> <p>Commission specific business support pilot scheme to support disabled entrepreneurs</p>	<p>March 2007</p> <p>Ongoing</p> <p>November 2006 onwards</p>	<p>Business Services & Strategy & Comms</p> <p>Business Services</p> <p>Business Services</p>

<p>Accessibility</p> <p>Inadequate access to public transport was identified as a key barrier to accessing employment, learning and skills and access to a more opportunities in the community</p>	<p>Accessibility is improved on public transport for disabled people</p>	<p>Consideration to disability issues is given when <i>emda</i> is directly involved in transport schemes</p> <p><i>emda</i> uses its influence to encourage organisations responsible for delivering transport, including redevelopment of key 'gateways' to consider disability and access issues</p>	<p>February 2007 onwards</p> <p>April 2007 onwards</p>	<p>Strategy and Communications</p>
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