

DEVELOPMENTS/INITIATIVES SINCE THE INTRODUCTION OF THE EQUALITY DUTIES

RACE

i) Research

- a) In 2006 a consultant was appointed to produce an Angus Migrant Workers' Study and Strategy, which became known as the Ross Report (copies available on request). The report, which was produced in 2007, identified a number of recommendations including increased partnership working, sharing of intelligence etc.

There were two significant developments emanating from this report;

1. The establishment of the community planning partners' strategic migrant workers group. There is joint chairing of this group between the council and Angus Association of Voluntary Organisations
 2. Approaches to the Scottish Government from Tayside public bodies to co-ordinate some of the issues affecting migrant workers at a national level, including: data collection and sharing; skills and qualifications; and information provided to migrant workers, and employers. As a result, several short-term working groups emerged and developments implemented.
- b) In Neighbourhood Services in 2007 there was research undertaken into International European workers and their housing needs, and also a European and International Workers' Employers Survey, both as detailed below.
- c) In the Chief Executive's Department research into those migrant workers living and/or working in Angus was undertaken in 2008. This provided a helpful insight into the reasons why migrants chose to live here, their expectations, the length of time they expected to stay etc. This influenced some service delivery planning.
- d) Since 2004, the Food Safety/Health & Safety Questionnaire is posted randomly to businesses each quarter, a significant percentage of which are owned by ethnic minority people. The questionnaire affords respondents the opportunity to comment on the service they have received, and suggest improvements to the services provided. The results of the survey, including comments received 2005-2007 are used to improve future service provision.

ii) Multicultural Events

In 2007, the council ran a one day multicultural event. This consisted of an information afternoon with interpreters and professionals giving advice, followed by an evening of entertainment from various cultures; Indian, Chinese, Scottish and Polish, accompanied by international cuisine. The planning of the event involved people from these cultures, and was led by the council. Several planning meetings involving representatives from minority ethnic groups took place from December 2006 to April 2007, in order to ensure the day was a success.

In order to build on this success, it was felt that a bigger project of hosting a multicultural week was desirable, and this took place in September 2008. It consisted of: language sessions in Polish, Russian and Spanish; Chinese cookery demonstrations; visits to schools by Eastern European people, with presentations and folk singing from their home countries; an international football tournament; Czech led environmental projects (film shows, tree planting and a beach clean); belly dancing sessions, and an multicultural fun day. The fun day was a big event which included: Czech, Chinese, Italian and Scottish food, poetry from school children; Indian head massage; craft making, international music and dancing, Chinese events, international painting etc.

The planning group consisted of representatives of the various cultures, and organisations such as the Volunteer Centre, Forfar and Montrose Rotary Clubs, various council departments, Angus College, the NHS, fire, police and others. There was also support for the event in the form of donations, from local businesses, such as the Polish Shop in Dundee and supermarkets.

In 2009, a ceilidh was held in Arbroath to bring together seasonal migrant workers, the indigenous population, and the Chinese population, in particular.

The aim of all of the above events was to bring together people of various cultures, to learn about those cultures, and to celebrate the different ethnicities in Angus, with a view to promoting good race relations, from schoolchildren right through to older people. Through the events we were able to achieve effective integration of new migrants and promote positive community relations. The events were so successful, more multicultural events took place in 2009 and 2010, and there was another ceilidh in 2010.

iii) Welcome to Angus Booklet

The Welcome Booklet is a guide for European and International workers coming to live and/or work in Angus, and gives a host of information ranging across finance, employment, health, safety, education and support organisations. It was produced as a result of collaboration between the voluntary sector, council departments and our other community planning partners. It was updated in 2008, and is produced in English, Polish, Bulgarian, Czech, Russian, and other languages on request.

iv) Notebooks

The notebooks were introduced in 2009 for seasonal migrant workers, and have some key messages from the community planning partners in Angus. They are small enough to be fitted into pockets and are easily accessible. Following the small section of key messages, the notebooks are intended to be used for workers to keep note of the variable hours they work each day. They are available in Polish, Czech, Bulgarian, Russian, Romanian and English.

v) Road shows

It was recognised that there was a need for seasonal Eastern Europeans on farms to be visited to provide them with advice and safety messages, and give them an opportunity to feedback their experiences of living/working in Angus.

In 2008, a pilot of three road shows, was undertaken by the police, the council and fire representatives. The response we received to these visits, including from the farmers themselves, was very positive. The police used the opportunity to dispel myths about their role and promote messages about not drinking and driving etc. The fire service was there to ensure people knew about fire prevention and safety, in particular, and the council was keen to give information about a range of services, and to get feedback on issues such as;

- Their experience of living/working in Angus
- Any problems they had encountered
- Their understanding of council services
- If they could identify anything which they felt the council could do to improve their lives while they were in Angus

The responses were very positive: only one person identified an instance of verbal abuse, and experiences of living on farms were positive; some had returned each season to the same farm three or four years running. There was a general feeling that as long as there were interpreters for council services if they needed to access them, that was sufficient. They were aware of free internet access at libraries, and made use of it.

As a consequence of the road show visits, Eastern European teams from local farms took part in our international football tournament in Arbroath during the multicultural week.

Copies of the Welcome Pack were distributed in Eastern European languages, as were information leaflets from the partners. On behalf of our health partners, condoms, along with other free items were widely distributed and were welcome.

An expanded programme of road shows took place in 2009 and 2010 which included visits to farms, factories and libraries. Other partners also participated, including health services, and Angus College.

vi) Additional Posts

It was identified that there was a need for additional support to progress ethnicity issues.

1. In Housing, a Development Officer was appointed to work with the international communities in Angus. This work has involved the following:

- Undertaking a housing survey to collect basic information on the housing needs and aspirations of European and International workers in Angus took place in September 2007. Survey forms were produced in nine European languages and widely distributed across Angus, in council offices, libraries, major retailers and places of employment. A report of the results of the research is available on request.
- Undertaking a European and International Workers Employers Survey in September/October 2007 to try and gain baseline information in respect of the international communities in Angus. Major employers from agriculture, food processing, construction and land services were consulted.

Outcomes from the research undertaken were used to inform the Local Housing Strategy (LHS) for Angus. In 2010 a LHS outcome report on migrant workers' needs and aspirations was brought up-to-date.

- Attending fortnightly "Towards Employment" sessions at the Volunteer Centre Angus at which there are a significant number of migrant workers looking for advice and guidance.
- Participating in the production of the Positive Action in Housing (PAiH) document containing information about the rights of, and services available to, European and International Workers employed in the agricultural sector in Angus. Copies are available on request.
- Delivering Positive Action in Housing training at the beginning of 2008 for relevant council staff. The course covered: Scotland's new communities – who are they?, general issues around asylum and immigration, housing rights of immigrants and asylum seekers, related employment and welfare rights, and examples of good practice.
- Delivering a presentation about European and International Communities for the Community Housing teams.

2. In the Chief Executive's department, a temporary Development Officer was appointed in 2007 on a corporate basis to conduct research into migrant workers living and/or working in Angus. This was an attempt to assess the number of Eastern European people in Angus, that is, if they were here temporarily or permanently, where they lived and worked etc. Close liaison formed with the police and other agencies, and trust between the migrant community and the local authority was established. A report was produced as a result of the research undertaken, and a number of recommendations have either been implemented or are ongoing.

In 2009, a temporary part-time post of European Communities Officer was established to assist in driving forward the migrant workers' strategy, and help with the running of the multicultural events etc.

3. In the Economic Development service a Key Worker post was established to support migrant communities through the work of the Angus Employability team. Along with the Housing Development Officer, weekly surgeries take place within the Volunteer Centre in Arbroath to provide advice to Eastern Europeans who "drop in".

4. In recent years Community Learning and Development have seen a huge rise in demand in their provision of English as a second language from Eastern European people and have responded accordingly. This has also included outreach work through visiting farms and involvement in local events to assist with their successful integration.

vii) The Chinese Association

The council commissioned work by Grampian Racial Equality Council in 2005, to examine the council's equality policies, and establish ethnic minority community groups in Angus, as none had previously existed. Focus groups took place with several minority ethnic groups, and as a result, the Chinese Association was formed. The council supports the Association by providing venues to meet, and supplying officers to give advice, for example, regarding housing benefits etc. The Association is heavily involved in planning multicultural events in Angus and act as a consultative group.

viii) Accommodation

In August 2008, the council agreed a set of benchmark minimum standards designed to ensure that accommodation occupied by international workers is in satisfactory condition. The Gangmasters Licensing Authority, fire service etc were also involved in developing the standards. These standards have been identified by Audit Scotland as a piece of good practice. A full version of the accommodation report is available on request.

ix) Electoral Participation Advisory Group

In recognition of the European elections in 2009, and Electoral Participation Advisory Group was established in 2008. The aim of the group is to look at how the council can improve its engagement with all voters in Angus, including ethnic minorities, people with disabilities etc; to increase community understanding of the democratic process, and to improve voter turn-out, especially from under-represented groups.

The target audience in respect of race equality was migrant workers and Chinese communities in particular, as these are the largest numbers of ethnic minorities in Angus.

x) Libraries

The provision of materials has been reviewed and there has been a significant increase in publications in Eastern European languages over the last three years. Free internet access is available at libraries, and is widely publicised. There has also been a substantial increase in usage of the libraries by Eastern Europeans, especially by seasonal workers, which peaks in July each year.

xi) Gypsy Travellers

As a result of recent research, services to Gypsy Travellers have improved in respect of the provision of transit sites, settled sites and access to housing.

Work with black and minority ethnic communities, including Gypsy Travellers, to remove barriers to accessing housing in Angus, has also been completed.

xii) Equality Groups

Over the last three years, there have been several groups established with race within their remit:

The corporate strategic equalities group. This group is comprised of the council's equalities officer and senior lead officers from each of the six council departments with responsibility for decision-making on the equalities' agenda. These officers must also ensure information about equalities developments is cascaded back within their own departments. Minutes from this group are fed into the Chief Officers' Management Team.

Departmental equalities teams. Departmental equality teams have been established. These teams comprise of representatives from most departmental services. Teams have been tasked with raising awareness of the equalities agenda, conducting equality impact assessments, taking forward equality action plans, highlighting areas of concern, and collating and analysing monitoring statistics if appropriate etc.

The Equalities Forum. This group was formed in 2007, comprising of representatives from the council and community groups with an interest in taking forward equalities issues across Angus.

xiii) Communication

In 2008, a telephone interpreting service was introduced for those finding language a barrier to accessing services. The telephone service can access 126 languages, and is available through the council's ACCESSLine.

In 2009, a translation facility was introduced to the council's website, which resulted in its automatic translation into 40 languages.

GENDER

i) Equal Pay

The council adopted a formal statement on equal pay in 2007 and in 2008 implemented a new pay structure, informed by the outcomes of a job evaluation exercise using the Scottish Joint Council non-discriminatory job evaluation scheme.

An Equality Impact Assessment providing an analysis of the gender impact of the pay structure was undertaken by an independent consultant, prior to its implementation.

ii) Violence Against Women

The main thrust of tackling violence against women in Angus has been led by the Angus Violence Against Women Partnership (AVAWP). AVAWP is a multi-agency partnership, with representation from NHS Tayside, Barnados, Women's Aid, and various Angus Council departments. AVAWP co-ordinates and supports professionals from these agencies in tackling a range of issues, including domestic abuse, prostitution, human trafficking and rape and sexual assault in the Angus area.

Members of the Partnership are working with the council's equalities officer to further strengthen our gender equality duties.

An action plan to 2011 can be found at www.avawp.org.uk.

Some initiatives introduced over the years include:

- The Angus Schools Project – AVAWP has been working with the Angus Education Department to incorporate the issue of domestic abuse into the school curriculum. This links to existing issues dealt with under the heading of personal and social development, such as relationships/bullying etc.
 - A working Group has been set up with a Deputy Head Teacher chairing.
 - 18 staff from education attended a domestic abuse training course on 23 April 2009 aimed specifically at the impact of domestic abuse on children and young people.
 - £2000 was secured from Tayside Domestic Abuse Training Consortium to deliver further training for education staff.
- Angus Domestic Abuse Alarm Scheme was launched on 28 May 2009:

Funding was provided by Social Work and Health to purchase 12 alarms to be installed in the homes of people who may feel vulnerable as a consequence of domestic abuse. The alarms will link to the Angus Council Community Care Alarm centre and if activated staff there will immediately contact the Tayside Police Communications Centre.
- The introduction of the AVAWP (previously APODA) Website.
- Domestic Abuse Bin Lorry campaign. Boards on the side of Angus Council bin lorries during December/January every year highlighting the National 24 Hours free Domestic Abuse Hotline.
- Early Screening Group started in January 2009 – Multi-agency partners meet every two weeks to discuss Child Concern Reports submitted by the police – a significant proportion relate to domestic abuse.

- Work in partnership with Tayside Community Justice Authority – a Domestic Abuse Group was established in 2008. Issues include:
 - Working with the Regional Procurator Fiscal on domestic abuse issues.
 - Establishing a protocol to deal with cases where requests are made to withdraw proceedings in domestic abuse cases.
 - Providing support to victims of domestic abuse.
- Tayside Domestic Abuse Family Support Worker Project.
 - Government funding to provide support to families where the perpetrator of the domestic abuse is attending the local Fergus Programme. This is a court mandated programme for perpetrators.
- Regular Domestic Abuse Awareness level training courses delivered.
- A Multi-Agency Domestic Abuse table Top Exercise took place in September 2009. Fifty delegates from all agencies attended.

iii) **Healthy Happy Communities Project**

Building on the success of the project work under Focus on Alcohol, a Healthy Happy Communities Project was launched in Arbroath on International Women's Day, 2010. A free two day event heralded the arrival of this partnership project between NHS Tayside and Angus Council which will develop community led activity that focuses on the importance of nutrition in the early years and in women of child-bearing age.

The two days offered chances for the community to experience and share the culture and cuisine of different nations and promote good health and well-being, whilst celebrating women, families and local communities on such a globally important day.

iv) **Boys and Girls**

- Children's Services partners have agreed that responses to equality and diversity issues should be an integral part of the work of each children's services joint action group rather than being managed separately, as was previously envisaged, by an Equalities Co-ordination Group. In this regard, the work of joint action groups is being overseen and supported by the Quality Improvement and Performance Management Group (QIPM). That group has made use of national self-evaluation frameworks to highlight equalities themes for consideration by joint action groups. Moreover, QIPM has developed an equalities checklist to support practice and policy development across children's services. Systematic arrangements are in place to minimise instances of inequality in relation to, for example, school attendance, access to the school curriculum and, in particular, access to targeted additional support, as and where required.
- The Angus 'Getting it Right for Every Child' Integrated Assessment and Child's Plan has been developed to identify and overcome barriers - including barriers in relation to equality and diversity issues – which children might experience at any stage of their lives. It is anticipated that the use of this integrated assessment and planning approach will be fully implemented in Angus in the course of session 2010/11.
- A model of practice, to address the needs of children affected by parental substance misuse using the principles of Getting It Right for Every Child, has been introduced as a result of the work of the Montrose Link Up Initiative.
- A comprehensive access service now provides a first point of contact for all social work children's services.
- Child protection training for elected members has taken place.

DISABILITY

Social Work & Health:

- i) In September 2008 a physical disabilities collaborative event was held to consult on what the priorities for physical disabilities service improvement should be. It was also an opportunity to establish a wider reference group for physical disabilities. Particularly, it was intended to reach people whose voices are not often heard due to the degree of difficulty in accessing “mainstream” consultation events.

In order for outcomes and targets to be set, we needed to know what the priorities are for people who use or have used our services, so that the focus could be on the aspects of the services that would have most impact. 120 people were invited from statutory and voluntary organisations, people with physical disabilities and carers/supporters. An effort was made to invite as many or more people with disabilities and carers/supporters than professionals in order that their voices could be heard. Ninety delegates attended a fully accessible venue.

The vision for people with disabilities in Angus is:

- People are involved and included in their own communities
- People are supported to take control of their own lives and manage their own conditions
- People with complex needs are enabled to live safely and independently in their own homes wherever possible.

From previous consultations, ten themes were identified (see below).

The Ten Themes:

Access to services
Self management
Carers/supporters
Meaningful activity
Complex Health and Social Care Needs
Working Together
Transitions
Care at home
Independent mobility
Rehabilitation

We asked people to be specific about the changes they would like to see. From people’s “stories” and experiences, lessons were learned about what needed to change to ensure that people get a quality service which meets their needs.

- ii) The department was winner of the Angus Council Excellence Awards in 2007 and 2008 with two projects. In 2007, this was a project in partnership with transport which aimed to improve access to public transport for people with a learning disability. In 2008, the winner was a bio-diverse garden project which engaged with the local community to promote public awareness and reduce the stigma associated with learning disability. This project was also awarded a silver medal at a national gardening competition.
- The 2009 winner was the Social Work & Health Equipment Trial Service which has particularly improved outcomes for people affected by sensory loss.
- iii) All Social Work & Health operational instructions were reviewed and re-issued in July 2008. The reviewed instructions have taken into account issues relating to disability, gender or race.
- iv) In respect of progressing redesign of services for people with learning disabilities, the final resettlement of long stay patients with learning disabilities and the enhancement of service provision for young people with profound and multiple learning disabilities, have both been completed during 2007/08. The review of commissioning arrangements for private and voluntary providers for people with learning disabilities, has also been completed.
- v) Respite care arrangements for people with progressive neurological disabilities were reviewed in 2007/08.
- vi) The department introduced an early stage dementia dvd, showing service users and carers the support and advice available. This dvd is available to view on line.

- vii) DisabledGo, a website reporting on the accessibility of venues, was introduced in Angus.
- viii) In 2010, two care homes for adults with learning disabilities were closed, as the redesign of learning disabilities moves towards its aim of supporting people in the community.
- ix) An assessment clinic has been set up in Arbroath by the adult mental health service. This new approach to managing referrals has resulted in reduced waiting times as well as more appropriate referrals and better signposting to other services.
- x) Adult protection work is now integrated into care management practice and systems are in place to monitor and report on all adult protection activity.
- xi) An Angus dementia working group has been established in partnership with Alzheimer's Scotland to provide support and promote awareness across the county.
- xii) A support and education group for carers has been established in Forfar, Kirriemuir and South West Angus along with a group in Brechin and Montrose, in partnership with Alzheimer's Scotland.
- xiii) A multi agency transition pathway for people with a learning disability has been developed.
- xiv) The employment service for people with a learning disability reached the finals of the Herald Society Awards.
- xv) Nineteen people with a learning disability have been successful in acquiring employment at the Webster's Theatre in Arbroath. Their duties range from ushers to stage crew.
- xvi) Following a successful pilot in community meals assessments there has been a significant increase in the number of people enabled to manage independently with meals.
- xvii) More flexible out of hours working for support workers has resulted in better outcomes for those with dementia.
- xviii) Support to service users with mental health problems, over the age of 65, in their own home at times of acute episodes of physical or mental illness has prevented hospital admissions.
- xix) A walking group for those with mental health issues has been established with positive outcomes for those who attend.

Chief Executive's

The Department is the operational base for the council's corporate equalities support. Work focuses on continuing compliance with legislation as well as promoting equalities across the whole council. The department has led on various corporate disability initiatives including:

- The establishment of a disability forum covering a wide range of disabilities and involving carers groups, disability organisations, individuals with disabilities and relevant officers of the council. This group drives forward Disability Equality action plans, helps us investigate the levels of harassment experienced by disabled people, and the barriers people with disabilities face in respect of public life.

A questionnaire was issued to members of the disability forum and high priority areas members felt the council should focus on included:

- i) increasing the provision of parking spaces for people with disabilities. This review was concluded in 2010.
- ii) increasing gym capacity for people with disabilities, especially as a result of GP referrals. This was concluded.
- iii) working to educate children and young people about disability issues, and encourage their involvement with people with different types of disabilities. This is ongoing.

Where relevant issues have arisen, these have been put to senior management for consideration.

- The establishment of a voluntary sector equalities forum, including representation from disability groups as well as gender, race and other under-represented groups. The aim of the forum is to look at equalities' priorities, review the equalities' schemes action plans, and be used to develop the council's single equality scheme. The forum also facilitates the sharing of good practice as well as opening additional channels for community involvement, consultation and research.
- Issuing a questionnaire on disability to all employees and investigating relevant issues raised. The aim is to work with those employees who have volunteered to become involved in progressing workplace issues.
- Ensuring DeafBlind training was available and open to all employees to apply for it.
- Raising awareness of Typetalk, available from 2009 onwards.
- Extending disability awareness training to a full day course, with the involvement of a joint trainer with a disability. This included participants acquiring a disability and being sent to a supermarket. The impact, assessed through evaluation sheets, was significant.

Infrastructure Services

The Roads Division has a continuous rolling programme to increase the number of dropped kerbs and tactile paving areas across the roads network. Along with Planning colleagues, additional raised kerbs at bus stops were introduced, adding to the 324 stops that already had such specialist infrastructure in place. A further 53 sites were added in the course of 2010, including key locations on the Forfar – Friockheim – Arbroath corridor. Kerbs are now also in place at other well used stops across the local authority area.

The Disabled Persons' Parking Places (Scotland) Act 2009 is now in place and a survey of all disabled bays in Angus, to identify the size of boxes, their location etc has been completed. Car parking enforcement, including disabled parking spaces, has continued in Council off street car parks.

In September 2010, staff from Planning and Transport and Stagecoach Strathtay attended a meeting of the Angus ACCESS Panel to discuss with them the improvements being rolled out to improve the public transport experience for those with physical disabilities. Such improvements included the increase in numbers of low floor, wheelchair accessible vehicles, improved bus shelter lighting and the provision of raised and dropped kerbs.

Planning & Transport's work with Social Work and Health staff to integrate the public transport requirements of people with learning disabilities and to encourage independent public transport use continued in 2009/2010: there was a review of healthcare services for people with learning disabilities organised by the NHS Scotland Quality Improvement Service. Council staff explained the work that had been done and were highly commended in the Improvement Service's subsequent report.

On-bus surveys were carried out in 2009/2010 on every local bus service contract in Angus in order to identify travel patterns, journey purpose and also the particular transport needs of people with disabilities. The results of these surveys will help shape the future supported local bus service network and allow the Division, where budgets permit, to respond to such needs.

The protection of old and disabled consumers in Angus is of paramount importance to the Trading Standards Section. The use of the Door Stoppers Initiative and the Consumer Direct Scheme has improved the wellbeing of these groups of consumers through improving the access to the Trading Standards Service. An immediate response will be made in some circumstances and enforcement actions taken thereby restricting the activities of rogue traders.

In addition, the Angus Reputable Traders Scheme (ARTS) continues to assist consumers with disabilities and those whose first language is not English to access competent and professional traders.

Angus Council Trading Standards take an active role in the Best Bar None scheme with trained assessors to undertake premises audits. Part of the process in Angus is an audit of any facilities installed for disabled people including access and visibility issues.

Officers will contact consumers and traders by the method preferred where there is any issue of mobility/accessibility.

Neighbourhood Services

- i) In *Cultural Services*, key aspects of the refurbishment of the Webster Theatre in Arbroath were disabled access and facilities' improvements.
- ii) *Leisure Services* both through the Countryside ranger Service and Sports Development Section continue to work with a wide range of groups with disabilities and learning needs.

This includes a local calendar of 8 events which reflects the needs of the local people with an average of 60/70 participants at each event. This increased level of activity resulted in an increase in number of junior athletes selected to represent Angus at Regional and National competitions with an average of 15 at each competition. In addition the section increased the number and quality of active coaches / volunteers in Angus by providing a programme of education and training consisting of 3 courses with 42 participants.

Angus Leisure Partnership Services (ALPS) delivered a new 10 week pilot programme promoting Health and Wellbeing for individuals with Learning Disability. This multidisciplinary approach involved Leisure Services, Social Work & Health, Physiotherapies, Dietetics and Community Nurses.

Angus Disability Sport (ADS), the local branch of Scottish Disability Sport, continued to encourage, promote and develop sport & recreation for people of all ages with a disability, implementing the SDS Ethics and Equity Policy. ADS also gained the Gold level of the Angus Club Excellence Awards.

Seven Angus athletes, four coaches, a physiotherapist and Angus council's development officer have been selected to represent Special Olympics Great Britain in the 2010 European Games in Warsaw.

Leisure Services are working with partner agencies and the voluntary sector to promote and develop physical activity programmes for (a) people with long term health conditions and (b) elderly people. These take place in leisure centres and facilities belonging to other groups/organisations.

- iii) In *Housing*, in Year 2007/08 the budget for Aids and Adaptations was £405K and the budget for complex extensions etc was £80K. Actual spends were £405K and £133K respectively.

The £405 K was spent as follows:

External Ramp – 15; External Step Alterations – 19; Handrails – 44; Door Entry Systems – 9; Internal Door Alterations – 5; Door Threshold Alterations – 17; Closomat Toilets – 2; Easy Access Shower – 8; Over Bath Shower – 8; Level Access Shower – 72; Lever Taps – 21; Hard of Hearing Smoke Alarms – 5; Miscellaneous Alterations- 42.

The £133K was spent as follows:

Bedroom Extension and Ensuite at a property in Carnoustie
New Ramp, Specialist Kitchen, Shower Room and Carer Room at one property in Montrose
Specialist Kitchen Extension and Ensuite bathroom at another property in Montrose.

- iv) In 2008 the Tynetalk service was introduced in the council to enable people with hearing impairments to communicate more easily with us if they have text phone.

Corporate Services

- i) The needs of the community have been addressed for election purposes in a number of ways:
 - Providing large hand held ballot papers, leaflets in Braille and Makaton, voting devices for people with visual impairments, and guidance notes for employees dealing with people with hearing impairments. Disability issues were also discussed during training sessions held with all polling staff.
 - In 2010 the Election Team in Angus worked with Deaflinks (a local charity which assists in building links with deaf and hearing people) to create a number of short films in BSL sign language explaining the electoral process. These films were made available on the Council's website during the UK Parliamentary Election and the team hope to work with Deaflinks again to produce further information in this format.

- In addition to the statutory review of all polling stations in 2007 to ensure the accessibility needs of people with disabilities were met when designating polling places, the team continue to work with the Angus Access Panel to ensure that polling stations are as accessible to members of the public as possible.
 - Widening participation in the European (2009) and General Elections (2010) from all under-represented groups was a key priority. The democracy cookbook, a helpful tool used to encouraged young people to participate, was used collaboratively with community learning and development.
- ii) A review of disabled parking facilities at Angus House, the council's main administrative headquarters, was completed in 2007/08.
- iii) The rolling programme of improvements to council buildings to enable increased accessibility continued for the tenth year in 2010.

Education

Good progress has been made on all priority action points within the Education Department Disability Equality Scheme Action Plan.

i) Involving Disabled People

A Disability Focus Group was established to inform and monitor the promotion of Disability Equality within the Education Department. The intended outcome being, that education policies, processes and planned activities would be informed, influenced and monitored by the people who are most likely to be affected by them.

The Accessibility Strategy Group (ASG) was established at the beginning of 2007. Membership of the group was drawn largely from the broadly-based steering group which produced the Disability Equality Scheme and Action Plan and supplemented by other representatives. A very particular focus of the ASG has been its involvement in the development of six new primary schools and one secondary school as part of the Council's PPP development. In addition, the ASG has been closely involved in three separate capital projects – the building of three replacement primary schools – Newtyle, Seaview and Tealing.

Procedures have been established to gather the opinions of those affected by disability. This has included the use of VIEWPOINT. Good working links have been established with the Access Panel Angus.

- ii) During 2010, there has been a strong focus on promoting equality and inclusion for specific groups of vulnerable young people. This work has included improvements in the provision for hearing impaired/deaf children, looked after children and young carers. The impact of these targeted improvements will be closely monitored in 2010/11.

iii) Communication

Arrangements are in place to publish regular departmental bulletins to offer information on the progress of the action plan and highlight legislation.

iv) Service Delivery

Education staff regularly monitor the effectiveness of schools in complying with their responsibilities. School progress in meeting the general duty is reported annually. This matter has now become a routine item in discussions between Head Teachers and Quality Improvement Officers. The admissions, attendance, exclusions and attainment of disabled pupils is recorded and monitored through the central management information system.

A positive attitude towards disabled people is actively promoted throughout the school curriculum and in choices of resources. This continues to be a focus for improvement. Disability and race related bullying is identified and addressed in school anti-bullying procedures. Recording of bullying incidents is being reviewed to consider a wider range of equalities issues.

v) Buildings Access

Those affected by disability are routinely involved in planning for adaptation to existing buildings and for new buildings. Good working links have been established with all relevant agencies and particular attention is given to pupils and parents throughout the process. Work is in progress to ensure all school buildings and properties meet British Standard 8300.

In 2009, Carlogie School won the Rod McFarlane award for accessibility, which is determined by the Angus Access Panel.