

DISABLED PEOPLE'S PLAN 2009 – 2012

Cabinet Member	Cllr Philip Corthorne
Cabinet Portfolio	Social Services, Health & Housing
Report Author (s)	Gary Collier Joint Commissioning Service Manager, Adult Social Care, Health and Housing
Papers with report	Draft Disabled People's Plan and action plan are attached.

HEADLINE INFORMATION

Purpose of report	To seek Cabinet approval for Hillingdon's first Disabled People's Plan and action plan.
Contribution to our plans and strategies	<p>The Plan is intended to contribute to the delivery of the aims of the Council's Single Equality Scheme and the six priorities within the Sustainable Community Strategy 2008 -2018. These are: Improving Health and Wellbeing, Strong and Active Communities, Protecting and Enhancing the Environment, Making Hillingdon Safer, A Thriving Economy and Improving Aspiration through education and learning;</p> <p>Disabled Children Strategy – common issues have arisen within consultation for this Plan and in developing the Disabled Children Strategy;</p> <p>Joint Carers' Strategy (2008 – 2018) – the Disabled People's Plan supports the objectives of this strategy. The plan also supports the objectives of the joint strategies for people of working age with physical and/or sensory disabilities, older people and adults with mental health needs.</p>
Financial Cost	Costs attributed to this plan are accounted for in individual service budgets.
Relevant Policy Overview Committee	Social Services, Health and Housing
Ward(s) affected	All

RECOMMENDATIONS

That Cabinet approves the:

- a) Disabled People's Plan and Action Plan and;**
- b) The process for monitoring the implementation of the plan.**

INFORMATION

Background

2. Cabinet received a report at its meeting on the 16th April 2009 that described the process for developing the plan and highlighted the issues that had been raised by disabled people during the consultation process. Officers were instructed to bring the draft plan and action plan to the July Cabinet for approval.
3. The Disabled People's Plan seeks to address some of the challenges facing disabled people of all ages in Hillingdon by identifying what the Council can do directly, or through its influence with others, to improve their lives and to maximise their health and wellbeing. It covers the three year period 2009 – 2012 and is a reflection of the Council's commitment set out in the Sustainable Community Strategy 2008 – 2018 to work with its partners and other stakeholders to ensure that all of the Borough's residents, whatever their skills or abilities, have the opportunity to enjoy life in Hillingdon to the full.
4. Although the plan does cover all ages, its main focus is on people aged over 18. It has been developed in conjunction with the Disabled Children's Strategy, which addresses issues for people aged under 18. There are areas of overlap, e.g. transition, as well as common issues to both plans which will be addressed by joint working.

Definition of Disability

5. The definition of disability used by the Council is that contained within the Disability Discrimination Act, 1995 (as amended 2005). This states that a person has a disability if they have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

Social Model of Disability

6. Through its Disability Equality Scheme, the Council adopted the social model of disability. This model acknowledges that, in many situations, it is not the disability that creates disadvantage but the attitudes and responses of services and people that cause social exclusion. This means that disabled people should not have to adapt to or accept any disadvantage in the provision of services but that services provided by the Council and its partners should be organised and delivered to ensure that disabled people do not suffer discrimination. The approach that is being taken to the development of the Plan reflects this fundamental principle.

Developing the Plan

7. The plan development process was described in more detail in the April Cabinet report but in summary included:
 - a) an initial meeting with disabled people with a broad range of disabilities and voluntary organizations representing them in Nov 08 intended to identify the issues of major importance to disabled people;

- b) a questionnaire that was widely distributed intended to identify the four most important issues for disabled people;
- c) a meeting of the Disabled People's Assembly held on the 9th February 2009 intended to identify the key issues for disabled people;
- d) responses sought from Council officers and partners, e.g. PCT, on what is being done already and what would be done between 2009 and 2012;
- e) initial feedback provided to the Disabled People's Assembly on 27/04/09;
- f) feedback on the consultation process and response of the Council and other partners taken to the joint strategic planning groups for people with learning disabilities, adults of working age with physical and/or sensory disabilities, older people and mental health;
- g) workshop of disabled people held on 7/05/09 to consider feedback in more detail and explore some issues in more depth.

Key Themes

8. The following represents some of the key themes identified from the user consultation:
- **service promotion** – making disabled people and professionals aware of available services;
 - **disability awareness** – understanding the needs of disabled people;
 - **accessibility** – information, services and premises;
 - **choice** – improving options for disabled people;
 - **independent living** – disabled people being able to stay in their own homes;
 - **getting involved** – ‘nothing about us without us’;
 - **transport** – access and availability;
 - **safety and security** – at home and around and about
9. Many of the above link with the themes arising from the consultation for the Disabled Children's Strategy which preceded the consultation for the Disabled People's Plan.

Implementation

10. The intention is to embed implementation of the plan into the Council's performance management systems. It is for this reason that the issues identified by disabled people have been addressed within the plan in line with the priorities contained in the Sustainable Communities Strategy 2008 – 2018:-

PEOPLE

“Planning, understanding and responding to the changing needs of our communities”

Priority One: Improving health and wellbeing

Priority Two: Strong and active communities

PLACE

“Making Hillingdon a safe, attractive and sustainable place to live, work and learn”

Priority Three: Protecting and enhancing the environment

Priority Four: Making Hillingdon Safer

PROSPERITY

“Prosperous individuals and prosperous communities”

Priority Five: A thriving economy

Priority Six: Improving aspiration through education and learning

11. Each of the Local Strategic Partnership (LSP) theme groups will have responsibility for monitoring the actions within the plan that come within their remit and reporting will be undertaken quarterly on an exceptions basis. The aspects of the plan relating to children will be reported to the Children’s Trust Board. The Healthier Communities and Older People theme group will have overall ownership of the plan and will review it in its entirety twice a year. It is proposed that quarterly reports be made to the Performance Group chaired by the Deputy Chief Executive. At a department level the lead person for equalities and diversity will have the responsibility for collating performance reporting information. It is also intended that quarterly reports will be made to the Council’s Disabled People’s Champion.
12. A more detailed action plan will sit behind the action plan attached as Appendix 2 and the details of this will be uploaded into the Council’s performance management database, Excelsis. Actions that are the responsibility of partners such as the PCT will be included within the work plan for HCOP.

Publicising the Plan

13. It is intended to get the plan put into different formats to ensure that it is accessible. It is intended that there will be an official launch of the plan at the Disabled People’s Assembly in September 2009.

Reviewing the Plan

14. It is intended that the plan will be a living document and as such it will be reviewed early in 2010 in partnership with the Disabled People’s Assembly and other stakeholders. Cabinet will see from the attached plan that comments from disabled people are invited on the contents of the plan and action plan. Any feedback that is received will be used to inform the review of the plan.

Alternative options considered/risk management

15. The alternative option considered was not to develop the Plan. This would not assist in meeting the Council’s objectives as set out in the Single Equality Scheme and the Sustainable Community Strategy.
16. The Plan will be managed through the Council’s performance management framework.

Comments of Policy Overview Committee(s)

17. Social Services, Health and Housing POC will consider the draft plan at its meeting on the 9th July 2009. Cabinet will be advised verbally of any comments from POC.

Financial Implications

18. The costs of developing and launching the Disabled People's Plan are being met from the Adult Social Care Health & Housing budget. The responsibility for the actions contained in the accompanying action plan is spread widely across the Council and its partners. The majority of these are being met from existing budgets but a small number including the environmental improvements, set out in section 3.1, are subject to funding sources being first identified.

EFFECT ON RESIDENTS, SERVICE USERS & COMMUNITIES

What will be the effect of the recommendation?

19. The Plan will have a direct affect on all disabled residents and their carers. It will help to ensure responsive services and better outcomes for disabled people.

Consultation Carried Out or Required

20. The consultation undertaken leading to the submission of the Plan for Cabinet approval is outlined in para 6.
21. Cabinet should be aware that no additional consultation has taken place with young people and parents as part of the development of the plan. This is because of the recent consultation that took place as part of the process of developing the Disabled Children's Strategy. However, the Disabled Children's Champion has been involved significantly in the preparation of this along with the Cabinet Member.
22. In recognition of the importance of providing everyone who participated in the consultation process with feedback, a detailed response document setting out all the points raised by disabled people with a response is being developed. It is intended that this will be available in time for the Disabled People's Assembly in September 2009.

CORPORATE IMPLICATIONS

Corporate Finance

23. A corporate finance officer has reviewed the report and its recommendations and is satisfied that the financial implications for the Council are properly set out above. Some of the actions in the action plan are dependent upon securing external funding, and pursuing funding opportunities to meet these actions is therefore an integral part of implementing the plan.

Legal

24. Under the Disability Discrimination Act 1995 (as amended) the Council has a duty to:
 - eliminate unlawful discrimination;
 - eliminate harassment of disabled persons that is related to their disabilities;
 - promote equality of opportunity between disabled persons and other persons;

- take account of disabled person's disabilities, even when that involves treating disabled persons more favourably than others;
- promote positive attitudes towards disabled persons; and
- encourage participation by disabled persons in public life.

25. The development of the Disabled People's Plan will assist the Council in satisfying the duty referred to in paragraph 24.

Relevant Service Groups

27. Service groups have responded as follows:

- Deputy Chief Executive's Office – reflected in the report and in the plan and action plan.
- Planning and Community Services – reflected in the report and in the plan and action plan.
- Education and Children's Services – reflected in the report and in the plan and action plan.

28. Comments from NHS Hillingdon and Hillingdon Community Health Services are reflected in the report and in the plan and action plan.

BACKGROUND PAPERS

Hillingdon Partners Sustainable Community Strategy 2008 – 2018

Older People's Plan 2008 – 2011

Hillingdon Disability Equality Scheme

Hillingdon Single Equality Scheme

Disabled Children's Strategy