

Haringey Council

Disability Equality Scheme 2009-2012

and delivery plan

Easy read version





This document is an easy read version of Haringey Council's Disability Equality Scheme.

It describes what we are doing to make our services better and fairer for disabled people.



You can see the Disability Equality Scheme on our website at:

www.haringey.gov.uk/equalities/disability



You may like to have someone to help you when you look at this document. If you do not have someone to ask, then please call us on 020 8489 2488 or text 07980 316859 to:

- talk to us about the scheme.
- request copies of this document.
- request this document in a different format.
- request the full document.

What the law says



The Equalities Act is a law that protects disabled people.

It says that a disabled person is someone who has a physical disability or mental disability which stops them from doing normal day-to-day activities.

It also includes people who have some health problems, like cancer, HIV or multiple sclerosis.



The law makes sure that disabled people are treated fairly at work, or when you need help or support.

The law says that we can treat disabled people more favourably than non-disabled people if it will help them to use a service or go to work. Disabled people can ask for "reasonable adjustments" to be made to help them to do these things.

What Haringey Council wants to do



We want to make sure that disabled people have fair treatment and equality of opportunity.

Our aim is that:

“By 2025 disabled people in Haringey should have full opportunities and choices to improve their quality of life and will be respected and included as equal members of society.”

Facts about disabled people in Haringey



About 33,590 people in Haringey are disabled.

More older people in Haringey have disabilities than young people.

Over 500 children and young people in Haringey have a disability.

About 1,081 children in Haringey schools have a statement of special educational needs.

3,182 adults with a physical disability or sensory impairment in Haringey get help from social services.



Facts about disabled people working for the Council

9,000 people work for Haringey Council.

This includes 495 disabled people.



Facts about our services

We know that disabled people often find it more difficult to use our services than people who are not disabled.

We are already doing many things to make services better for disabled people.

Haringey Council has three priorities for 2009 to 2012:



Priority 1: Make sure that we provide services that give disabled people fair treatment and equal opportunity



Priority 2: Give disabled people more control to choose the sort of help they want



Priority 3: Make sure we think about how we can treat disabled people fairly when we are changing or planning services

How we are planning to improve things



We will make services better

- We will think about what will help disabled people when we plan or change services.
- We will ask disabled people what they think of our services.
- We will make sure that information is easy to read and understand.
- We will share information in the most helpful way, for example, we may use sign language interpreters or make a home visit.



We will promote equality for disabled people

- We will make sure our services are easier to find, and give information which is easy to understand.
- We will help people who work in the Council to understand why it is important to make services better and fairer for disabled people.
- We will organise services so that disabled people can use them in the same way as everyone else.



We will tackle discrimination against disabled people

- We will use positive pictures of disabled people in publicity.
- We will challenge services which do not treat disabled people fairly.
- We will make sure that our buildings are safe for everyone to use.
- We will challenge bullying and harassment of disabled people.



We will help disabled people

- We will help people to choose their own help. Some people will receive the money to pay for it themselves with Direct Payments and individual budgets.
- We will help to fund groups and organisations for disabled people. We are funding the Haringey Disability First Consortium who helped with this document.



We will work in partnership with disabled people

- We will ask disabled people what they think when we are planning changes or improvements.



We will help disabled people who work for the Council

- We will give staff the aids, adaptations and equipment that they need to do their job.
- We will advise managers and employees on disability issues.
- We will help people to work the hours that suit them best.
- We will collect information on disabled staff to help us plan future employment policies.
- We will monitor the type of jobs disabled people are doing.
- We will make special arrangements to help disabled people to take up job opportunities.
- We will monitor the numbers of disciplinaries and grievances involving disabled staff.



We will support disabled staff

- We will make sure that staff know where to get help.
- We will share knowledge between services.
- When we assess services, we will ask for opinions and we will use the comments we receive to improve services.
- We will think about delivering services differently.
- We will adopt the best possible standards.
- We will keep up to date with best practice.



We will find out how our future planning might affect disabled people

We use a process called an Equality Impact Assessment. We use this process to consider how our actions and proposals affect disabled people.

Equalities Impact Assessments help us to:

- understand the needs of disabled people.
- make sure fairness is part of everything we do.
- find out about any unfair treatment.
- think about different ways of doing things.
- make sure people understand why decisions have been made.



We will work with people from outside the Council

We often have contracts with people outside the Council to provide services.

We will make sure that all these people treat disabled people fairly.



We will check to make sure we are treating disabled people fairly

- We will continue to monitor what we do and how we do it.
- All the information that is given to us will be confidential.
- We will explain why we want the information and how we will use it.
- We will involve disabled people in how we collect information.
- We will make adjustments to allow disabled people to be involved in monitoring.
- We will make sure monitoring information is available for disabled people to read.



We will make information easy to understand

The law says we must do our best to make information easy for disabled people to find and to understand.

When people request it, we will provide information in:

- Plain English
- large print
- Braille
- audio tape
- easy words and pictures
- another language



We will help disabled people to give us their opinions in consultations and surveys

- We will train people to make information clear and easy to understand.
- We will make sure that our website is easy for different kinds of disabled people to use.
- We will give information in different ways so that people can choose the way that is best for them.



We will ask people with disabilities what they think of our Disability Equality Scheme

The law says we must involve people with disabilities in the development of the Disability Equality Scheme.

- We will ask disabled people to help us identify the problems disabled people face in employment and services.
- We will ask disabled people to help us decide what our priorities are.
- We will ask disabled people what we should do to promote fairness for disabled people
- We will make sure that disabled people are told about the final decisions that are made.

For more information, please contact us:



Email: equalities@haringey.gov.uk



Telephone: 020 8489 2488

Text: 07967 336200



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