

Disability Equality Scheme 2009-2012

Summary



The full version of the Disability Equality Scheme and its Action Plan are available from:

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1. Introduction

The Disability Equality Scheme is about how Herefordshire Council, NHS Herefordshire (the primary care trust or PCT) and Hereford Hospitals Trust (HHT) are going to make sure that disabled people in Herefordshire get fair treatment. It is also about how these organisations are going to think about disabled people in everything that they do.



The full document highlights what the Council, PCT and HHT already do to support disabled people, and what they will do to try to make things better.

2. Why have a Disability Equality Scheme?

Because of the Disability Discrimination Act, all councils, PCTs and Hospitals Trusts need to write a Disability Equality Scheme. And there are other good reasons why it helps us to write one, for example a Disability Equality Scheme will make it really clear how we plan to meet our targets for disability and make things better for the people who live in Herefordshire.



When we wrote this Disability Equality Scheme, we spoke to lots of disabled people in Herefordshire to ask them what was important to them. To do this, we sent out questionnaires and held meetings.

3. What is disability?

The organisations think of disability in the same way as the Disability Discrimination Act (DDA). In the DDA, a disabled person is someone with a physical or mental impairment that has a big impact on their day-to-day life, and lasts for more than one year.

4. The Social Model of Disability

The Council, PCT and HHT use the “Social Model of Disability”. This means that we believe it is the world around us which disables people, rather than their medical condition or impairment. For example:

- Buildings are built that disabled people cannot get into
- Information is produced in ways that disabled people cannot use

The organisations are trying to find out what makes things difficult for disabled people, and change them to make them easier.

5. The Priorities

When we talked to disabled people in Herefordshire, we were told that there are certain things that are particularly important to get right. So these things are the priorities of this Scheme. The 5 priorities are listed below.

1 Transport

When we say transport we mean:

- Buses, taxis and trains
- Roads and car parking
- Community transport
- Pavements and kerbs
- Hospital and school transport



Transport and getting out and about is important. A lot of people told us that they were not very happy with the state of roads and pavements, or with school transport or hospital transport. However, lots of people are happy with taxis and Shopmobility.

2 Accessible Toilets

Good toilet facilities can make the difference between a disabled person going out or staying at home. So it is really important to have good facilities, to allow disabled people to have choice and independence.



③ Training and Attitudes

It is really important to our customers and patients that the staff who help them understand their needs, and treat them with dignity. They want the Council, PCT and HHT to train staff so that they are better at working with disabled people.



④ Inclusive Communities and Services

Disabled people want to be a real part of their community. They don't want to feel like they are a problem which needs solving. For the Council, PCT and HHT, it means we need to think about disability equality in everything that we do.



⑤ Advice and Support for Disabled Employees

Our disabled employees told us that they needed better advice and support about work. The Council, PCT and HHT do not employ very many disabled people. So it is important that we help those we do have to stay in their jobs and work to the best of their ability.



6. The things we are going to do

The full Disability Equality Scheme has an action plan attached, which details the things we are going to, by when, and who is responsible. We will monitor the action plan on a regular basis, and publish an annual review showing our progress.