

Disability Action Plan 2009-2012

Introduction:

Our first Disability Equality Scheme, and its associated Disability Action Plan, were published in December 2006 and covered the three-year period until December 2009. The plan contained 15 main actions each subdivided into three or four smaller actions.

In July 2008 we published our new Single Equality Scheme, which brought together the statutory Disability Equality Scheme with the statutory Race and Gender Equality schemes into a single document – our first Single Equality Scheme. We have still maintained independent Action Plans sitting under this scheme for Disability, Gender and Race.

As required by statute, our revised Disability Action Plan will be published in December 2009; this will be an ongoing plan, which will take us to December 2012.

With the Equality Bill, currently before Parliament, and the changes to the Specific Duties that are currently under consultation, we have decided that we will publish our disability priorities on a yearly basis until 2012.

The advantages of taking this action are -

- We will be able to see the results of the Government's specific duties consultation and respond appropriately
- A one year ongoing plan will be easier to update and refresh than one that is fixed for the next three years
- It will give us the opportunity to synchronise the dates that the Disability, Gender & Race Action Plans cover which at the moment are all different
- We will have more flexibility to respond to your changing priorities- 'You saidwe did'

This approach does not change our genuine commitment to promoting disability equality.

The involvement process:

We consulted through our Kent-wide Kent Police Disability Involvement Forum, our strategic and local Independent Advisory Groups, Crystal Clear (our disability staff support group), the Service's Disability Action Group, Level Playing Field (Kent County Council's disability staff support group) and via the Kent Police Website

The consultation process took place for 6 weeks through September until 16th October 2009.

Deciding what our priorities should be:

From the work we had already done with our Disability Involvement Forum we knew that the following are areas of concern to many:

- First Point of Contact** Communication - staff understanding disability etiquette (in our Force Communication Centre, at our Front Counters and from Police Officers and Police Community Support Officers you may come into contact with)
- Accessibility** Not only to our buildings, but to all our information including alternative ways to report crime
- Hate Crime** Reporting, recording and working in partnership with the Crown Prosecution Service to ensure the successful prosecution of Disability Hate Crimes.

We also knew that although we had made progress with our 2006/09 Action Plan we still had work to do in the following areas:

- Custody** Arrest, detention and transportation of people with disabilities

Communication

Ensuring that disabled people are aware of the variety of ways available to access our services

Employment

Increasing the number of disabled people that we employ, ensuring that those staff who are disabled or become disabled have appropriate support and the same access to promotion and lateral career development as non disabled staff

Training

Ensuring that all our staff are appropriately trained in disability awareness.

These priorities plus those raised through the involvement process have shaped the first year of our 2009-2012 action plan

Kent Police Disability Action Plan 2009-2012: Year 1 (2009/2010)

	Priority	Lead	Action 2009-2010
1.	Accessibility (including communication)		
1a	Buildings & Estate - including access, egress, acoustics, lighting etc	Head of Estate	Access audit of all of Kent Police Estate to be completed – findings of report to be assessed and prioritised for action
1b	Web design/ accessibility	Head of Corporate communications/ Information Services Dept (ISD)	Website to include BSL & easy read in-Site - personal modifications for those staff with visual impairments, dyslexia or other learning difficulties
1c	Leaflets & Information	Head of Corporate Communications	Availability of alternative formats including Braille, Audio, yellow paper, plain text, easy read
1d	First point of contact	Head of Training/ Partnership & Communities/ Force Communications Centre (FCC)	Communication awareness skills for all front line or first point of contact staff including basic D/deaf awareness, autism awareness, mental health & awareness of learning difficulties
2	Training	Head of Training/ local Area Training Officers/ FCC	Disability awareness training for all staff but giving priority to first point of contact staff
3	Hate Crime (inc fear of crime)	Basic Command Unit (BCU) Commanders - Local Neighbourhood Teams	Working with the community to encourage victims of Hate crime to report incidents and with the CPS to ensure cases are presented at court. Neighbourhood officers being aware of those individuals on their wards who may potentially be more vulnerable to becoming the

			victim of crimes and working with them to build trust & confidence. PCSO and Hate Crime Officers to work with schools to reduce harassment of and hate crime against disabled people
4	Effective consultation including effective feedback	BCU Commanders - Local neighbourhood teams	Involving disabled groups in policing at a local level taking consultation to groups & individuals rather than expecting them to join in general pact surgeries.
		BCU Commanders	Ensure disabled representation on local Independent Advisory Groups (IAGs)
		Diversity Support Team	Disability Involvement Forum to continue to meet, encouraging wider representation from other disability groups, on quarterly basis at various locations in the county including Medway. Ensure disabled representation on strategic IAG
		Corporate Development	Ensure disabled representation on Citizens Panel & Youth Forum
5	Development & Training of Supervisors & Line managers	Head of Training	Ensuring line managers have access to relevant disability awareness training including risk assessment.
		Senior Management Teams (SMT)	Ensuring line Managers are adequately supported to manage staff with disabilities, health conditions or caring responsibilities
6	Employment of Disabled people	Line Managers/ SMT/ Career Development/ Workforce planning	Ensure that disabled staff are treated with dignity and respect, have appropriate support and equal access to promotion & lateral career development within the service as non-disabled colleagues.

		Head of Recruitment & selection	Increase the number of disabled people that we employ
		Head of Human Resources	Encourage all disabled staff to declare their disability so that the force can provide meaningful information on equal pay audits, employment figures etc.
7	Leadership	Assistant Chief Constable (HR)/ Chair of Disability Action Group	Continued support for Crystal Clear (disability staff support group), with executive having regular meetings with senior management to raise matters of interest/concern for action.
8	Custody	Strategic Criminal Justice Unit/ Custody Inspectors	Produce guidelines for the arrest, detention and transportation of people with disabilities ensuring that individuals are treated with dignity & respect and have accessibility to information and support as is required by their individual needs.
9	Equality Impact Assessment	Head Of Policy Unit	Continue the programme of Equality Impact Assessments to ensure that every new policy is Equality Impact Assessed and that existing policies are re-assessed at least once every three years.
10	Procurement	Head of General Services	Continue to review purchasing procedures to ensure fairness and take steps to encourage supplier diversity in meeting the Service's purchasing and supplier needs.