

**Working together to create a borough of opportunity  
Predictive Equality Impact Assessment (PEIA)  
FOR ALL COUNCIL DECISIONS ONLY**



Title of report or proposal:

**Disability Equality Scheme 2009 - 2012**

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

**The Disability Equality Duty is a legal duty for all public bodies to actively look at ways of ensuring that disabled people are treated equally. This includes a requirement to produce a Disability Equality Scheme.**

**The Disability Equality Scheme provides a plan which shows how Hammersmith & Fulham Council will promote disability equality and meet the needs of disabled people. This includes how the council will:**

- **Promote equality between disabled people and other people**
- **Promote positive attitudes towards disabled people**
- **Encourage participation by disabled people in public life**
- **Take steps to meet disabled people's needs**
- **Eliminate discrimination and harassment of disabled people**

Department:

**Organisation Development**

Officer Responsible: *(to be completed by the report author)*

**Ammara Khan, 0208 7533430, [ammara.khan@lbhf.gov.uk](mailto:ammara.khan@lbhf.gov.uk)**

(Signature, Print Name, Contact Number and Email Address)

Principal Policy Officer: *(to be completed by the Corporate Principal Officer)*

Signed off by Jane Hill on 16/03/09      Email [jane.hill@lbhf.gov.uk](mailto:jane.hill@lbhf.gov.uk)      Tel 020 8753 3533

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

**Disabled people**

2. Identify the risks that could prevent the planned outcomes

**Lack of engagement, awareness and involvement from staff could hinder progress of the DES**

3. Could the proposal have a positive impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

**a) b) c) d) e) f) Absolutely. The DES aims to have a positive impact on disabled people and will also help raise awareness amongst those that do not have a disability. The DES aims to improve how the council's services and functions take account of the needs of disabled people, and aims to improve how the council recruits, develops and retains disabled employees. It will also have a positive impact on the carers and families of disabled people.**

4. Could the proposal have a differential negative impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring,?)

**a) b) c) d) e) f) No**

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

**Specific actions within the DES are aimed to improve health outcomes for disabled people, for example, those identified under Fair Access to Adult Social Care.**

6. Can any differential negative impact of the decision be justified?

**N/A**

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

**Research data on disabled staff was reviewed. In developing the updated Scheme, engagement and consultation was undertaken during late 2008 and early 2009 with a range of disabled people and groups representing disabled people, including Hammersmith and Fulham Action on Disability (HAFAD), Safety Net and Disability Forum representatives. An interactive workshop was held in February 2009 to gather advice, views and feedback on initiatives to promote disability equality and the Scheme was revised on the basis of this feedback. The Better Government Panel was consulted twice.**

8. Do you need to undertake any further consultation? If so, what and with whom?

**Involvement of disabled people will be ongoing throughout the duration of the scheme. This will include involvement in monitoring, evaluation and reviewing progress of the scheme along with future development. Thorough engagement will take place with council staff to ensure they understand their responsibility under the Disability Equality Duty. Partners of the council will also be engaged such as the Police, Fire Service and NHS.**

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

**N/A**

**PLEASE EMAIL COMPLETED FORM TO [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk)**

**Contact: Equalities & Diversity Officer, 020 8753 3533  
London Borough of Hammersmith & Fulham**