

Subject: Report of the Staff Disabilities Scrutiny Panel
Date of Meeting: 8 June 2010
Report of: Director of Strategy and Governance
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Wards Affected: All

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 The scrutiny panel on staff disability issues was established following the March 2009 outcome of the Diversity Peer Review of the Equality Standard and an update by the Head of Communities and Equality to the Overview and Scrutiny Commission.
- 1.2 The scrutiny panel's report is presented here for approval by the Overview and Scrutiny Commission.

2. RECOMMENDATIONS:

That members:

- 2.1 Endorse the scrutiny panel's report.
- 2.2 Agree to refer the report recommendations to the council's Executive and to the appropriate partner organisations.
- 2.3 To add monitoring of outcomes of agreed recommendations, to the Commission's work plan.

3. BACKGROUND INFORMATION

- 3.1 The scrutiny panel comprised Councillor David Watkins (Chair) and Councillors Ian Davey, Steve Harmer-Strange and Mo Marsh.

- 3.2 Members were supportive of the wide range of work and expertise on staff disability matters, in different areas of the Council and with partners.
- 3.3 The panel heard from a number of witnesses including the personal stories of some disabled staff and developed 10 recommendations to help further moves towards a culture more inclusive for disabled people.

4. CONSULTATION

- 4.1 Officers have been consulted on the findings of the scrutiny review

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 5.1 The financial implications of adopting the scrutiny panel's recommendations will be considered by the Council's Executive alongside the relevant budgets.

Legal Implications:

- 5.2 The Commission has the necessary power to agree the panel's recommendations. It then falls to the Executive and other bodies to whom the recommendations are directed to decide what action, if any, to take in response.

Equalities Implications:

- 5.3 The review was established to investigate issues relating to staff disabilities.

Sustainability Implications:

- 5.4 There are no sustainability implications arising directly from this report.

Crime & Disorder Implications:

- 5.5 None identified directly in relation to this report.

Risk and Opportunity Management Implications:

- 5.6 None identified directly in relation to this report.

Corporate / Citywide Implications:

- 5.7 The recommendations made in this report are in line with the council's priorities in reducing inequality.

SUPPORTING DOCUMENTATION

Appendices:

1. Report of the Staff Disabilities scrutiny Panel, Volume 1.

Background Documents:

1. The Panel report Volume 2 contains the evidence presented to the scrutiny Panel.

