



Glasgow City Council
General Purposes City Policy Committee

Report by Chief Executive

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Item 2

12th November 2019

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Improving Outcomes for Disabled People in Glasgow

Purpose of Report:

This report provides an overview of the Council's responsibilities under the Equality Act 2010. It presents a proposal to review the Council's policy approach in relation to disability equality to support the refresh of the Equality Outcomes during 2020.

Recommendations:

The General Purposes City Policy Committee is asked to

- Consider and comment on the report
- Approve the establishment of a Short Life Working Group as detailed at 4.2.

Ward No(s):

Citywide:

Local member(s) advised: Yes No consulted: Yes No

1. Introduction and Background

- 1.1** The Councils corporate equality work falls within the remit of the General Purposes City Policy Committee. City Policy Committees are able to use a variety of approaches to support their policy development role. This includes the appointment of co-optees to bring access to expertise and experience and the establishment of time limited Working Groups to take forward specific areas of policy development or review.
- 1.2** This report provides an overview of the Councils responsibilities under the Equality Act 2010. It presents a proposal to review the Councils policy approach in relation to disability equality to support the refresh of the Equality Outcomes during 2020.

2. The Equality Act 2010

- 2.1** The Equality Act 2010 provides a legal framework for anti discrimination law in Great Britain. The Act protects people against discrimination, harassment or victimisation in employment and as users of private and public services . Protection is based on nine protected characteristics : age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 2.2** The Public Sector Equality Duty (PSED) was created under section 149 of the Equality Act 2010 and came into force on 5 April 2011. The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities.
- 2.3.** The PSED in Scotland has a number of specific requirements, including
- The development and publication of equality outcomes every 4 years and reporting on progress every 2 years
 - Reporting every 2 years on our progress mainstreaming the equality duty
 - Carrying out equality impact assessments of policies
 - Publishing information in relation to employment and diversity and the gender pay gap
- 2.4** Glasgow City Councils Equality Outcomes 2017 to 2021 sets our framework and priorities for our equality agenda across the Council Family. We are required to report progress publicly every 2 years and review and revise our outcomes every 4 years.

3 Disability – key issues

- 3.1** On a number of occasions members of this committee have raised issues in relation to disability equality, such as poorer employment outcomes for disabled people. A development event for GPCPC members was held in

June and members who attended raised a number of issues concerning access to services for disabled people and support provided, in particular in relation to “hidden disabilities” such as Aspergers and Autism

- 3.2** The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. The impairment associated with disability may be physical or mental and may, for example, include mental health problems or learning disabilities. A 'substantial disadvantage' is a disadvantage which is more than minor or trivial. 'Long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months.
- 3.3** In addition to the general provisions of the Equality Act which apply to all protected characteristics, section 20 of the Equality Act 2010 sets out the duty to make reasonable adjustments. The purpose of this is to make sure that a disabled person can use a service as close as is reasonably possible to get to the standard normally offered to non-disabled people. The duty is anticipatory and has 3 requirements :
- Changing the way things are done
 - Making changes to the built environment (e.g to overcome the barriers created by the physical features of premises)
 - Provision of auxiliary aids or auxiliary services
- 3.4** Disabled people face a range of barriers including physical access to services and facilities, communication issues and provision of advice and support. Disability is a broad and complex area of equality, the level of relative disadvantage experienced by a disabled person will depend on a range of factors including the severity of the impairment and the adequacy or arrangements that have been put in place to provide support.
- 3.5** Evidence also shows that disabled people experience poorer outcomes in relation to non- disabled people over a range of policy areas : for example they are less likely to be employed or in training, more likely to live in poverty .
- 3.6** [Glasgow Disability Alliance](#) (GDA) is a membership organisation run by and for disabled people. GDA has around 5,000 members over Greater Glasgow; disabled people and disabled peoples organisations. GDA'S mission is to act as the collective representative voice of disabled people in Glasgow, promoting equality, rights and social justice. GDA is also a member of the Glasgow Equality Forum.

4 Proposed approach

- 4.1** Planning work for the review and refresh of the Councils Equality Outcomes will start during 2020, to meet a publication deadline of April 2021. In setting Outcomes, public authorities need to review evidence and take steps to involve disabled people and representatives of disabled people.

4.2 To support this, it is proposed that a Short Life Working Group is established by the GPCPC to review the Council’s approach to disability equality. It is suggested that the group should be drawn equally from Councillors and disabled persons organisations. It would be supported by officers from the Chief Executives Department and other services and ALEOs would contribute as required.

4.3 The group would start work in January and would aim to report back to General Purposes City Policy Committee by August 2020. It is estimated that around 4 to 6 meetings would be required over that time period. Suggested themes for the working group could include

- Accessing Services
- Accessible Glasgow
- Civic Engagement and Participation
- Employment and Skills

5 Policy and Resource Implications

Financial: No direct financial implications arising from this report.

Legal: No new legal issues

Personnel: No direct personnel implications

Procurement: No relevant procurement issues

Council Strategic Plan: A Well Governed City that Listens and Responds : 96,98,99

Equality and Socio-Economic Impacts:

Does the proposal support the Council’s Equality Outcomes 2017-22 The work carried out by the Short Life Working Group will directly support the refresh of the Councils Equality Outcomes.

What are the potential equality impacts as a result of this report? Improved consideration of disability equality in the Councils Equality Outcomes.

Please highlight if the policy/proposal will help address Disabled people are disproportionately affected by poverty and income inequality. The current Equality Outcomes have a focus on this and this

socio economic disadvantage.

will be reviewed by the Short Life Working Group to see if more can be done.

Sustainability Impacts:

Environmental:

Social, including Article 19 opportunities:

Economic:

Privacy and Data Protection impacts:

No data protection impacts

6. Recommendations

The General Purposes City Policy Committee is asked to

- Consider and comment on the report
- Approve the establishment of a Short Life Working Group as detailed at 4.2 above

