

**POLICY AND RESOURCES CABINET  
BOARD**

**4<sup>TH</sup> SEPTEMBER 2008**

**DIRECTORATE OF SOCIAL SERVICES,  
HEALTH & HOUSING**

**REPORT OF THE HEAD OF  
COMMUNITY CARE SERVICES –  
TONY CLEMENTS**

**INDEX OF REPORT ITEM**

**PART 1 – Doc Code: PRB-040908-REP-SS-TC**

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## **NEATH PORT TALBOT'S DISABILITY EQUALITY SCHEME 2006-2009 – PROGRESS REPORT**

### **Purpose of Report**

To report to Members on progress in implementing the Council's Disabilities Equality Scheme 2006-2009.

### **Background**

Members of the Policy and Resources Cabinet Board on 30<sup>th</sup> November 2006 approved the Council's Disability Equality Scheme 2006-2009. Public authorities, including the County Borough Council, are required under the Disability Discrimination Act 2005 to produce a Disability Equality Scheme to demonstrate how we will:

- Eliminate discrimination that is unlawful under the Disability Discrimination Act.
- Eliminate the harassment of disabled people that is related to their disabilities
- Promote positive attitudes towards disabled people.
- Encourage participation by disabled people in public life.
- Take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than other people.

The scheme is for a three year period, with an annual report required to highlight progress against the action plan.

The Council's Disability Equality Scheme was initially developed by the Disabled Persons Advisory Group (DPAG) following the revision of the Council's Disability Equality Strategy. The DPAG consists of a representative from each Directorate and members of the Local Disability forum and Disability Network. As a consequence, disabled people have been involved in the development of the scheme from the outset. DPAG also has the role of co-coordinating and monitoring progress against this action Plan.

The Disability Equality Scheme action plan sets out the steps we will take to comply with the general duty. The action plan and progress against the plan is attached as Appendix One.

## **Progress**

Generally there has been good progress made in taking forward the plan, particularly in areas where specific Directorates have responsibility for taking forward a priority area. Further work is required, however, in a number of areas to fully achieve the desired outcomes. At a corporate level, progress has been made in implementing equality impact assessments on policies and services, though further work is required to ensure this is routinely undertaken.

It has been identified that managers and frontline staff will be prioritised for equality and disability awareness training during 2008.

The Disability Employee Group established in 2007 continues to meet, and the group has been working on proposals to promote the establishment of a dedicated disability equalities post; recommended a Disability Leave Scheme and have helped amend the Council's job application form. The disability equality post will need further discussion corporately and via DPAG.

A further "Have Your Say Event" was held on 12 March 2008, which was again facilitated by Neath Port Talbot Council for Voluntary Service. The event also involved Bro Morgannwg NHS Trust and the local Health Board, and was very well attended by disabled people and local disability groups. The day reviewed progress since the last event in October 2006, and highlighted issues for future consideration. A comprehensive report has been compiled of the day and this will be forwarded to Heads of Service for their responses in relation to relevant comments and actions.

## **Appendices**

Action Plan and Progress

## **Wards Affected**

All wards

## **Officer Contact**

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**APPENDIX**

This Selection of policies has been undertaken re. equality impact assessment to include disability assessment.

**DISABILITY EQUALITY SCHEME ACTION PLAN 2006-2009**

<b><u>Priority Area</u></b>	<b><u>Action</u></b>	<b><u>Lead</u></b>	<b><u>Timescale/ Target</u></b>	<b><u>Progress</u></b>
Impact Assessments	- Ensure Heads of Service/ Accountable Managers are familiar with and able to utilise the Equality Impact Assessment Tool.	Equalities Group	March 2007	Assistance is being given to those officers responsible for undertaking impact assessments.
	- Screen policies and services for adverse impact on disabled people.	Directorate Management Teams	August 2007	This is part of the impact assessment tool and is being undertaken as part of the process
	- Prioritise policies/practices for full impact assessment.	Directorate Management Teams	August 2007	This has been undertaken in conjunction with the review of the race equality scheme.

	<ul style="list-style-type: none"> <li>- Undertake full impact assessment on high priority policies/practices</li> </ul>	Directorate Management Teams	From August 2007	Although some delays have been experienced assessments are being undertaken as part of an agreed timetable.
	<ul style="list-style-type: none"> <li>- Publish outcomes of disability equality impact assessments.</li> </ul>	DPAG via Annual Report of Disability Scheme	December 2007 and annually thereafter	Summaries of the outcomes of assessments will be published in the Annual Report and on the website.
	<ul style="list-style-type: none"> <li>- Publish annual timetable for undertaking impact assessment on policies and practices.</li> </ul>	Directorate Management Teams Co-ordinated Scheme by DPAG	December 2007 and annually thereafter	The timetable is published as part of the Disability Equality Scheme and the revised Race Equality Scheme.
	<ul style="list-style-type: none"> <li>- Undertake impact assessment on medium priority policies/practices.</li> </ul>	Directorate Management Teams	January 2008	Impact assessments on medium priority policies have been delayed following a

	<ul style="list-style-type: none"> <li>- Undertake impact assessment on low priority policies/practices.</li> <li>- All new service plans, policies and revisions to include outcome of impact assessment</li> </ul>	<p>Directorate Management Teams</p> <p>Relevant Heads of Service reporting to Equalities Group</p>	<p>January 2008</p> <p>From June 2007</p>	<p>delay in the commencement of assessments on high priority policies.</p> <p>See above.</p> <p>Delays in the introduction of impact assessments have in turn delayed progress on this action.</p>
Training and Awareness Raising	<ul style="list-style-type: none"> <li>- Continue programme of disability awareness training including profile and implications of Disability Equality Scheme</li> </ul>	Corporate/Service Training Leads	Ongoing	<ul style="list-style-type: none"> <li>• Disability Discrimination Act Training undertaken in Social Services and Housing Directorate.</li> <li>• Amendments being considered to Customer Care training to</li> </ul>

				<p>incorporate disability awareness.</p> <ul style="list-style-type: none"> <li>• Further targeted training has been agreed with corporate training unit.</li> <li>• The Environment Directorate's Training Section is in the process of organising further disability awareness sessions for managers for the Autumn 2008.</li> </ul>
	<ul style="list-style-type: none"> <li>- Summary of Disability Equality Scheme made available to all staff</li> </ul>	DPAG	January 2007	Achieved.
	<ul style="list-style-type: none"> <li>- Ensure Disability Equality Training has sufficient</li> </ul>	Equalities Group	Ongoing	Incorporated into Equality Impact

	focus within any equalities training developed by Council			Assessment training. Intention is to deliver equalities duty training (including disability) to senior managers in 2008/09.
Consultation, partnership and relationships with disabled people	- Provide full feedback to participants of 'Have Your Say' Event, including actions to be taken by council to address issues if not covered by this initial Action Plan.	DPAG	February 2007	A report of the Have Your Say event in October 2006 was produced and circulated. Feedback of issues raised and responses was provided at follow up event in March 2008.
	- Outstanding issues from 'Have Your Say' Event to be highlighted in Annual Report and revised Action Plan.	Directorate Management Teams	December 2007	The Have your Say event was held in March 2008 . A full report of this Event has been produced and will be circulated to all Heads of Service for comments..

	<ul style="list-style-type: none"> <li>- Recognise and help develop the key role of the Disability Forum, the Disability Network and Neath Port Talbot Access Group in helping consult and work in partnership with disabled people and their organisations.</li> <li>- Arrange a meeting/event with disabled employees to explore how to involve them in developing and evaluating the scheme.</li> </ul>	<p>DPAG in partnership with NPT Council for Voluntary Service</p> <p>DPAG/Strategic Personnel</p>	<p>Attendance at bi-monthly DPAG and sub-groups ongoing.</p> <p>March 2007</p>	<p>Regular attendance at DPAG – Further work being undertaken in Environment Directorate with Access Group</p> <p>Disabled Employees Group established and meeting. The Group has recommended a Disability Leave Scheme to the Council; recommended the establishment of a Disability Equality Officer and helped amend the Council’s job application form.</p>
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	<ul style="list-style-type: none"> <li>- Directly involve disabled people and their organisations in the development and delivery of the Council's Disability Equality Scheme.</li> <li>- Ensure that all Directorates follow the 'Arranging Meetings' guidance issued by the Council.</li> <li>- Conduct an annual questionnaire to determine effectiveness of scheme and related Action Plan areas.</li> <li>- Have Your Say Event to report on progress</li> </ul>	<p>DPAG</p> <p>Heads of Service and DPAG via audit of use.</p> <p>DPAG</p> <p>DPAG</p>	<p>Via DPAG meetings. Annual "Have Your Say" event (October 2007.)</p> <p>April 2007</p> <p>November 2008</p> <p>October 2007</p>	<p>The Have Your Say event in March 2008 was again very well attended by both disabled people and their organisations. This form of involvement was supported by all.</p> <p>Re-issued in Autumn 2007 with reminder to all Heads of Service.</p> <p>A questionnaire has been drafted following the Have your Say event and is awaiting approval by DPAG prior to been circulated.</p> <p>Achieved in March 2008.</p>
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	against Action Plan.			
Information	- Ensure the Council's service access points meet the needs of, and provide equality of service for, disabled people.	Relevant Heads of Service.	Audit – September 2007	As far as Neath One Stop Shop and Pontardawe One Stop Shop, this will be addressed as part of the Equalities Impact Questionnaire for Access to Service Strategy.
	- Ensure that all Council communications with its citizens and service users are accessible as possible in terms of citizen requirements where known.	Determine via questionnaire to disabled people – DPAG.	November 2007	See questionnaire above
	- Ensure that all Directorates follow the 'Public Information Guide' issued by the Council.	Heads of Service DPAG via Audit of Use	May 2007	To be revised via Corporate Marketing Group
	- In line with the	DPAG	Consult with	Meetings have been

	Government's recognition of British Sign Language as a language ensure we seek to develop service and policies accordingly.		Deaf Community to determine how to specifically take forward – April 2007.	held with the local deaf community and specific actions have been taken forward in agreement with its members.
Employment	<ul style="list-style-type: none"> <li>- Ensure current information systems to determine the effect of the Council's recruitment, development and retention of disabled employees are robust.</li> <li>- Review personnel procedures to ensure they address the elimination of discrimination and</li> </ul>	<p>Directorate Principal Human Resources Officer/Strategic Human Resources Team Leader.</p> <p>Head of Strategic Personnel via Impact Assessment Process.</p>	<p>Annual quality check of employee data to be fed into Annual Report of Disability Equality Scheme (August 2008).</p> <p>March 2008</p>	<p>Employment activities, e.g. recruitment, disciplinaries, sickness interviews etc, are monitored re. disability and appear in the 2007/2008 Equality in Employment Report. Improvements to the quality of the data are ongoing.</p> <p>The Disabled Employees Forum was formed on 5<sup>th</sup> June 2007, with the overall aim of</p>

	harassment.			<p>ensuring that NPTCBC is an exemplary council in disability matters, evidenced by:</p> <ul style="list-style-type: none"> <li>• An increase in the percentage of Council employees who have a disability (This has increased from 1.4% in 06/07 to 1.6% in 07/08)</li> <li>• Improved recruitment and retention of disabled employees.</li> <li>• Improved, or better communicated, employment policies, which are disability</li> </ul>
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				aware.
	<ul style="list-style-type: none"> <li>- Be proactive in the recruitment, retention and development of disabled people, including people with mental health problems and people with learning disabilities.</li> </ul>	Directorate Personnel Principal Officer/Strategic Personnel Team Leader.	March 2008.	The Forum is starting to highlight priority areas for review.  As above
	<ul style="list-style-type: none"> <li>- Explore potential of Convergence Funding to develop employment initiatives for disabled people.</li> </ul>	Head of Community Care Services with Swansea, Carmarthen and Pembroke.	In line with convergence funding process bidding.	COASTAL Project has been supported by Council and positive progress has been achieved in accordance with Convergence Funding timetable.
	<ul style="list-style-type: none"> <li>- Promote a proactive</li> </ul>	Strategic Personnel	December	Two other large

	<p>approach to the employment of disabled people amongst other employers within the County Borough Council.</p>	<p>Unit</p>	<p>2007</p>	<p>employers, specifically the local health Trust and Local Health Board, were invited to participate in the “Have Your Say” event held on 20<sup>th</sup> October 2006 and March 2008. These included an employment workshop which aimed both to promote the Council as an employer of disabled people and to find out how to make its jobs more accessible.</p>
	<p>- Ensure that commissioning and contracting arrangements comply with the Disability Discrimination Act</p>	<p>Strategic Personnel/Procurement Unit</p>	<p>July 2007</p>	<p>The equalities tender specification documentation was updated to comply with current</p>

				equalities legislation in June 2007.
Social Care, Support and advocacy	- Review the day time support arrangements for disabled people in Neath Port Talbot to assist in accessing local community facilities and to maximise independent living.	Re: Physical Disability Development Officer	September 2007	Initial tender re. Community Plus has been completed. COASTAL project will form basis for reconfiguring other services.
		Re: Learning Disabilities Strategic Manager	September 2007	Working group has been established to progress this work. Specific work re. Vocational Skills Centre is underway via COASTAL project.
		Re: Older People Strategic Manager	May 2007	1 <sup>st</sup> phase complete – Service options have been developed and need further consideration as Commissioning Strategy is implemented.

	<ul style="list-style-type: none"> <li>- Review short break services for disabled children.</li> </ul>	<p>Head of Children and Young People Services</p>	<p>April 2007</p>	<p>The commissioning strategy for Children in Need and Children Looked After (including disabled children), has been produced. Areas for development identified with this strategy include services for disabled children.</p> <p>Additionally work is still progressing in relation to the reprovision of the current residential short break service for disabled children, and contracting negotiations are underway with the City and County of Swansea who jointly</p>
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	<ul style="list-style-type: none"> <li>- Review and strengthen multi-agency transition to adulthood arrangement.</li>   <li>- Continue to support Direct Payments as a means of meeting disabled peoples' social care needs.</li> </ul>	<p>Head of Children and Young People Services/Head of Community Care Services.</p> <p>Head of Community Care Services</p>	<p>Ongoing</p> <p>Launch of new operational procedures. January 2007 Increased take-up via PI information each year (March 31)</p>	<p>commission this service.</p> <p>Action Plan has been agreed to take this forward and an implementation group has been established.</p> <p>New Policy and procedure in place. Take-up continues to increase year on year. Further work is ongoing to provide greater flexibility in use of Direct Payments. Specific guidance regarding carers has also been produced. A dedicated Independent Living Fund/Direct Payment Officer has been</p>
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	<ul style="list-style-type: none"> <li>- Explore with the Disability Forum and the Disability Network the role of and approach to the development of advocacy arrangements.</li>   <li>- Ensure that all care and support services – either directly run by the Council or commissioned – comply with Disability</li> </ul>	<p>Development Officer</p> <p>Operational Managers Procurement/ Contracting Manager</p>	<p>April 2007</p> <p>From April 2007</p>	<p>appointed too.</p> <p>Work is currently underway to put together a joint (social services, housing, health and voluntary sector) commissioning strategy for disabled people and those with a sensory support need. Part of this work will include exploring the role of and approach to developing advocacy arrangements for this group of people.</p> <p>As contracts are reviewed they are revised in accordance with this objective.</p>
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	<p>Discrimination Act requirements.</p> <ul style="list-style-type: none"> <li>- Continue to monitor the effectiveness of the Council's equipment and adaptation services, especially in the light of pending community equipment service Welsh Assembly Guidance and the All Wales Benchmarking 'Good Practice' guides on adaptation services.</li> <li>- Develop in partnership with disabled people, models of independent living support services</li> </ul>	<p>Direct Service Accountable Manager/OT Team Manager</p> <p>Development Officer</p>	<p>Progress report re. 06/07 Business Plan March 2007 and annually thereafter.</p> <p>September 2007</p>	<p>Incorporated in Business Plan as required. A full review of Disabled Facilities Grant requirement is currently taking place.</p> <p>The Joint Commissioning Strategy for disabled people and those with a sensory support need will explore in detail models of independent living support services,</p>
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				<p>including; day time services, maximising independence, flexibility and control whilst assistance disabled people with personal care needs, whether this is in their own homes or in respite/residential accommodation. This is being taken forward with health, voluntary sector, housing and transport to include all areas of people's lives.</p> <p>Work is currently on-going with disabled users of day time service to develop a new model of service that supports their day time living needs and which adopts the</p>
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	<ul style="list-style-type: none"> <li>- Report on the effectiveness of the new Disability Care Management Team.</li> <li>- Consider the development of assistive technology solutions to enable disabled people to remain independent in their own homes.</li> </ul>	<p>Care Management Accountable Manager/Team Manager</p> <p>Strategic Managers – Older People and Learning Disabilities</p>	<p>Six monthly at June 2007 – December 2007 utilising performance management information and service user feedback.</p> <p>Strategy in place – January 2007 and use of WAG Grant in 2007/08.</p>	<p>social model of disability.</p> <p>Service established and initial reports are encouraging regarding increased take-up of service. An ILF post is now based with the team.</p> <p>Initial Strategy forwarded to WAG – Implementation plan has now been developed to utilise grant in 07-08 and 08-09</p>
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<p>Education and Lifelong Learning</p>	<p>- To deliver the Education Inclusion Strategy 2005-2010 to develop, in partnership with others, an education service fit for the children and young people of Neath Port Talbot.</p>	<p>Head of Schools, Education Development &amp; Inclusion Service</p>	<p>As indicated within strategy.</p>	<p>Our approach to promoting inclusion is underpinned by the principles of:</p> <ul style="list-style-type: none"> <li>• Early intervention</li> <li>• Shared acceptance of responsibility for promoting inclusion amongst <u>all</u> officers</li> <li>• Enhancing capacity and sharing expertise within school clusters</li> </ul> <p>The Behaviour Support Action Plan will address many of the issues raised in previous reviews. This will include a clear continuum of</p>
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				<p>support through initiatives such as Nurture Groups and a more proactive outreach role for the PRU in supporting the management of pupils' behaviour within schools. Based on the principles of early identification and prevention, all development officers and educational psychologists are required to advise and monitor schools in their approaches to dealing with inclusion issues on a cost effective basis. Greater emphasis on inclusion issues in MSP visits and School Reviews has</p>
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	<ul style="list-style-type: none"> <li>- To deliver the Accessibility Strategy for Schools and Pupil Referral Units (PRUs) 2005-2008, focusing on helping schools and PRUs to increase accessibility to all areas of the curriculum, information and physical access for disabled children and young people.</li> </ul>	<p>Head of Schools, Education Development and Inclusion Service</p>	<p>As indicated within Strategy Action Plan.</p>	<p>already progressed this issue significantly.</p> <p>The Service Asset Management Plan (SAMP) will contain the Accessibility Strategy for Schools and Pupil Referral Units which will require adoption by the CBC following consultation with schools, the Corporate Asset Manager and the Disabled Persons Advisory Group (DPAG). This strategy includes a set of principles which guide the Authority's approach to achieving access improvements to</p>
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				<p>school buildings. It also includes a plan for the use of resources which reflects these principles.</p> <ul style="list-style-type: none"> <li>• Ensuring that over time, all schools benefit from the availability of an appropriate toilet and washing facility for disabled persons</li> </ul> <p>Progress is being made here via the Capital Programme's rolling programme of Toilet Refurbishments e.g.</p> <ul style="list-style-type: none"> <li>• Integrating access</li> </ul>
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				<p>improvements wherever possible into other capital projects, and ensuring that all new building is consistent with the requirements of the SEN and Disability Education Act, the Disability Discrimination and the DfES guidance on 'Inclusive School Design'</p> <p>All new builds and designs have to fully comply with Part M of the Building Regulations so on major projects like Velindre Community</p>
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	<ul style="list-style-type: none"> <li>- Ensure schools and PRUs have Disability Equality Statements</li> </ul>	<p>School Governing Bodies/PRU Management</p>	<p>School Disability Equality</p>	<p>Schools, Ysgol Maes Y Coed, Dwr Y Felin Kitchen/Canteen and Teaching block will meet the requirements.</p> <p>The Support for Learning Service will continue to provide support and guidance to schools on how improvements to finishes, colour schemes, lighting and signage can improve accessibility for pupils with visual or hearing impairment.</p> <p>A whole-authority awareness raising session on DDA was</p>
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	<p>(including Access Plans) to demonstrate how they anticipate and work towards breaking down barriers for disabled pupils, visitors and staff.</p> <p>- To continue to develop a comprehensive training programme for governors, centre and school staff to support schools to make the improvements required to become compliant.</p>	<p>Committee</p> <p>Head of Schools, Education Development &amp; Inclusion Service</p>	<p>Statements in place by April 2007</p> <p>Ongoing</p>	<p>organised in January 2007 for School Governors and Head Teachers.</p> <p>A working party produced and disseminated draft documentation to support schools in the drawing up of DES in March 2007.</p> <p>Update training for governors, has been held as part of the Annual Training Programme.</p> <p>A whole Directorate Inclusion Development Day was held in Summer 2007.</p>
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	<ul style="list-style-type: none"> <li>- To deliver the Lifelong Learning Service Strategy to provide quality community-based education and learning opportunities and a range of community projects and facilities which are physically accessible, responsive to need, encourage social inclusion, equality of opportunity and community involvement, and which break down barriers to learning and meet the skill requirement of all residents of Neath Port Talbot.</li> </ul>	<p>Head of Schools, Inclusion and Lifelong Development</p>	<p>As within Strategy</p>	<p>The Service has a Disability Statement which commits to equality of opportunity to all learners and to the aim of ensuring the rights of disabled people to contribute in the full range of learning opportunities. A copy of is available on request. The Service provides community based facilities that are physically accessible and encourage active community involvement in all 19 of its community centres. It works in</p>
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				<p>close partnership within the New Learning Network to offer adult community learning classes which are responsive to community need, are flexible and available in Local Action centres and satellite centres across the county borough. The ethos of these centres is to promote equality and opportunities for all and to recognise any specialist needs of those with disabilities. Advice and support is offered through a multi-agency Learner Support Service which is</p>
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				being strengthened over 2007-8.
Housing	<ul style="list-style-type: none"> <li>- Continue the development of the Care and Repair services in providing a range of services that maintain community living and independence.</li>   <li>- To ensure that the best use is made of adapted accommodation in the social rented sector in the Neath Port Talbot area.</li> </ul>	Co-ordinator for Housing Strategy, Commissioning & Partnering	Ongoing  December 2007	<p>Work continues between the Grants Regeneration Section and the Care and Repair service to explore the further co-ordination and extension of what is seen to be an effective and beneficial services.</p> <p>The Authority implemented a revised lettings policy in 2007 and provision has been included within this to ensure that the best is made of adapted accommodation.</p> <p>The Authority is</p>

			<p>currently working with RSL partners to develop an adapted properties nomination agreement. This will be finalised in Summer 2008 and once implemented will ensure that the best use is made of adapted properties, in particular those that become available through relet.</p> <p>The Council and RSL partners have secured funding from the Assembly to consider the feasibility of developing a common housing list which will</p>
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				<p>incorporate those requiring adapted properties. This will be known as the PIANO project.</p> <p>To date, the PIANO project officer has examined the practice in place in all partner organisations and has begun to research good practice in place in other organisations. This information will be discussed to the PIANO project sub-group and used to develop a model that can be adopted by NPTCBC.</p> <p>Work has commenced in</p>
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	<ul style="list-style-type: none"> <li>- To take into account the needs of disabled people in the development of the social housing grant programme, having regard to evidenced need.</li> </ul>	<p>Co-ordinator for Housing Strategy, Commissioning &amp; Partnering</p>	<p>Achieved with regard 08/09 SHG application. Ongoing on an annual basis thereafter subject to evidence, need and</p>	<p>amalgamating the list of individuals registered on the Council's Housing List for adapted accommodation and those who have applied for a DFG. This service development will be taken into consideration when the PIANO project reports its findings.</p> <p>The Authority has received an invitation to bid for SHG for the 2010/11 programme and this must be submitted to the Assembly by September 2008.</p>
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	<ul style="list-style-type: none"> <li>- Continue to provide an effective adaptation service and respond to people's need through Disabled Facilities Grants.</li> </ul>	<p>Co-ordinator for Housing Renewal &amp; Adaptations.</p>	<p>availability of revenue funding where appropriate.</p> <p>Review on annual basis taking into account funding availability.</p>	<p>Following the recent WAG review of Disabled Facilities Grants and the publication of new guidance/service changes and improvements are being considered in line with new guidance. The implementation of the changes will follow cross service consideration of the implications and impact of the guidance amendments.</p> <p>The publication of</p>
	<ul style="list-style-type: none"> <li>- Continue to work with</li> </ul>	<p>Co-ordinator for</p>	<p>Ongoing</p>	

	<p>Housing Association partners to increase the use of Physical Adaptation Grant.</p> <p>- Continue to support a policy of inclusiveness and accessibility to all through our residents' participation activities.</p>	<p>Housing Strategy, Commissioning &amp; Partnering and Co-coordinator for Housing Renewal &amp; Adaptations.</p> <p>Resident Participation Officers</p>	<p>through community housing agreement.</p> <p>Ongoing</p>	<p>the final aspect of the new WAG adaptations guidance will relate to the changes recommended to PAG. Currently DFG support is still being provided to RSL tenants to ensure they are not disadvantaged while the PAG guidance is awaited.</p> <p>A Borough Forum has been developed that is open to all residents in the County Borough.</p> <p>The Borough Forum submitted a successful tenant empowerment grant application which is</p>
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				<p>hoped will lead to increased opportunities for involvement.</p> <p>In addition to the above the Authority is required to produce a tenant participation strategy by October 2008. This strategy will set out how the Authority will engage with tenants and will have regard to equality of opportunity.</p>
	<ul style="list-style-type: none"> <li>- Continue to consider innovative ways of involving all Neath Port Talbot residents in the provision of a housing service.</li> </ul>	Resident Participation Officers	Ongoing	As above.
	<ul style="list-style-type: none"> <li>- Ensure the continued</li> </ul>	Head of Housing	Annual	The internal Training

	<p>implementation of a training programme which ensures that housing staff remain up to date in relation to the needs of individuals with a disability.</p> <p>- Continue to review the housing service provided by Neath Port Talbot County Borough Council to ensure that it remains accessible to all, including individuals with a disability.</p>	<p>Services/Training Officer</p> <p>Head of Housing and Head of Building Services</p>	<p>Training Plan</p> <p>Lettings policy review to be completed April 2007. Review of all other areas ongoing.</p>	<p>Programme for Housing Services continues to have a strong emphasis on customer care and diversity training, which has a strong core of content on working with clients with special needs, including disabilities.</p> <p>A comprehensive review of the lettings policy has been undertaken which adheres to DDA and ensures best use is made of adapted accommodation.</p> <p>The PIANO project (as described above) will examine the feasibility of a housing list across</p>
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	<ul style="list-style-type: none"> <li>- Strategically assess the housing needs of the growing older population in conjunction with colleagues in community care and health.</li> </ul>	<p>Head of Housing Services via Local Housing Monitor Assessment and Older People Housing Strategy</p>	<p>Local Monitor Assessment – December 2007 In accordance with Local Housing</p>	<p>all social landlord agencies in NPT which identifies individuals requiring adapted accommodation. This will not only ensure best use is made of existing adapted accommodation but will evidence where further provision is required. This in turn will support any applications for funding which are made as a result.</p> <p>The Local Housing Strategy 2007-2012 has an over-arching aim “to ensure that there is an adequate supply of housing which meets the</p>
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			<p>Strategy Action Plan (April 2007)</p>	<p>varying and changing needs of older people and ensure they can remain independent for as long as possible.”</p> <p>The Authority is awaiting the outcome of its local housing market assessment. This will provide information regarding housing and support needs of older persons.</p> <p>A small working group has been convened to review the evidence base with a view to informing community care commissioning strategy.</p>
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	<ul style="list-style-type: none"> <li>- In considering the development of affordable housing, we will endeavour to take into account the needs of people with a disability.</li> </ul>	<p>Head of Housing Services via Local Housing Monitor Assessment</p>	<p>December 2007</p>	<p>Housing is part of the older persons strategy group and has participated in their recent workshop events. December 2007.</p> <p>The Authority has successfully negotiated and marketed (in conjunction with the developer) one affordable housing development delivered through a S.106 agreement. This was open to all.</p> <p>The Authority has been successful in gaining approval for an assisted home-buy scheme to be</p>
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				<p>funded via social housing grant. This is the first of its kind in Wales. The authority has successfully negotiated and marketed (in conjunction with the developer) one affordable housing development delivered through a S.106 agreement. This was open to all.</p> <p>The authority has been successful in gaining approval for an assisted home-buy scheme to be funded via social housing grant. This is the first of its kind in Wales.</p>
Leisure, Recreation and	- To target, encourage and actively promote	Physical Activity and Indoor Leisure Manager	Ongoing	



	support opportunities.	Economic Development	progress – December 2007	financially assist and work with community minibuses and social car schemes to promote and extend their services. CT provides accessible, low cost door to door transport for eligible residents of the County Borough. Transport for Communities is a fast growing initiative run by the Dulais Valley CT scheme. It provides accessible, socially necessary registered local bus services in some Valley areas. TFC aims to fill the gap between the services offered by traditional CT operations and those
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	<ul style="list-style-type: none"> <li>- To deliver the requirement on NPTCBC as the Public Transport Authority reflected in its contribution to the community plan and local transport plan aims and the objectives of SWITCH and WAG.</li> </ul>	Head of Engineering & Transport/Passenger Manager Transport	In accordance with legal requirements.	of local bus operators.  See above.
Access to the Environment	<ul style="list-style-type: none"> <li>- Access issues will be considered in relation to current legislation including future changes (if known to the legislation at that time), for new and proposed building alterations, improvements, to comply with Building Regulations, British Standard 8300, to ensure compliance with</li> </ul>	Head of Property & Regeneration/Assistant Facilities Managers	Ongoing as required	

	<p>the Disability Discrimination Act and eligibility to an accessible environment in the planning and design of buildings and facilities.</p> <ul style="list-style-type: none"> <li>- Maximise use of statutory powers available in the Building Regulation and Planning Controls to secure wherever possible a barrier free built environment for existing, new, altered buildings and public areas.</li> </ul>	<p>Head of Planning</p>	<p>Ongoing as required</p>	<p>The position in planning has now been strengthened as it is now a requirement that all (except planning applications) require an access statement. Access issues are considered in relation to planning and building regulations application. Equalities issues will be addressed in the preparation of the new Local</p>
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	<ul style="list-style-type: none"> <li>- At least to continue the level of capital investment each year (£300,000) to address outstanding issues in making Council buildings and facilities fully accessible.</li> <li>- Formulate priorities for consideration by the Council's Disabled Person Advisory Group in line with agreed criteria for the selection of proposed access improvements to services and facilities.</li> </ul>	<p>Head of Property &amp; Regeneration/Head of Community Care Service (as chair of DPAG)</p> <p>Assistant Facilities Manager/DPAG</p>	<p>Via Annual Capital Programme</p> <p>December 2006 &amp; annually</p>	<p>Development Plan.</p> <p>This level of investment was achieved for 2007-08, and has been considered as part of the future three year capital programme.</p> <p>A programme of works was agreed with the Environment Directorate (and supported by DPAG) for 2008-09 and 2009/10.</p>
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