

**ACTION PLAN: Review of Disability Inclusive Borough**

<b>No.</b>	<b>Recommendation</b>	<b>Proposed Actions / Progress</b>	<b>Success Measures</b>	<b>Responsibility</b>	<b>Date</b>
1	That opportunities to share and promote good practice across the Council and wider community are identified.	Directorates will develop and share the good practice across the organisation through: working groups Consultation Taking ownership to take responsibility HR policies Disability Forum Employee Engagement	Consultation with staff and community groups / VCSE Consider a question in the staff survey around accessibility with a link to DIB	All directorates SBC	ongoing
2	That all Directorates be asked to review and demonstrate how disability inclusivity and co-production of services is embedded within their areas.	Service areas will look at gaps both internally and externally and work across directorates as appropriate to meet the needs. We will work with external partners / organisations when developing services Where the regulations only apply minimum standards then we can work with good up to date guidance on providing additional services. Look beyond the minimum needed  Understand how certain teams already do this e.g. housing and adaptations.	Encouragement, education and information when planning Working with communities / families who are impacted on through consultation and the town plan	All directorates SBC	ongoing
3	That a Disability Inclusion Charter is published to evidence the Council's commitment to being a Disability Inclusive Borough.	Employee Engagement will work across directorates to pull this information together and develop the charter	The Charter is accepted, published Formal commitment	Employee Engagement	Published March 2023
4	That an Equality Statement is produced setting out the Council's approach and commitment to equality and diversity.	Employee Equality and Diversity policy is in the process of being revised and will tie in with Learning Management System (My Development) Charter for the borough and an internal policy for staff	Formal commitment March 2022 LMS – mandatory equality and diversity training. This includes Autism awareness training	HR	March 2022 For internal training in E&D

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5	That an external Equality Information Directory is developed to better inform the public and assist with signposting of services.	Development and update of Stockton Information Directory	The directory is published and operational	Carly Dixon	2023 / 24
6	That improvements are made to the Council's website to support easy navigation to up to date information about current services and future plans.	The website is in the process of being made fully accessible through the work of the Digital Team and continued maintenance through comms	All pages are fully accessible	Carly Dixon Kirsty Grundy	March 2022 ongoing
7	That a programme of staff awareness raising is put in place to highlight the different types of disability and how to best serve those with physical and hidden disabilities in order to improve communication and customer service.	Employee Engagement and HR lead on a programme – understanding of disabilities including hidden disabilities / neuro diversity / mental health. Education, information and knowledge – general awareness and respecting difference Ensuring an understanding of reasonable adjustments	An agreed plan with CMT to show how we develop and deliver Review current training provision KYIT, additional training modules incorporated in to the learning management system Work with the disability forum Setting the Scene	HR and Employee Engagement	Rolling programme of awareness raising, engagement and information
8	That additional disability training modules be incorporated in the proposed E-learning management system, due to go live in February 2022 and consideration be given as to how to make disability training procured directly by services more widely available.	Employee Engagement and HR Disability Forum have this on their action plan Learning management system could provide the platform for this for staff	KYIT, additional training modules incorporated into the learning management system Work with the disability forum Autism awareness training Setting the Scene sessions for awareness raising	HR and Employee Engagement	Rolling programme through the forum to ensure that all disabilities are understood
9	That a publicity campaign is developed to continue to highlight the problems caused by parking	To review the existing residents guide to pavement parking found on the Council's website and to promote this via a new	New guide produced and promoted on the Council's website, social media, and	John Angus	A) End of qtr 2 2022/23 B) Ongoing

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	over dropped kerbs with opportunities for improvements investigated subject to funding.	<p>publicity campaign.  <a href="https://www.stockton.gov.uk/media/2151/parking-on-pavements-a-residents-guide.pdf">https://www.stockton.gov.uk/media/2151/parking-on-pavements-a-residents-guide.pdf</a>)</p> <p>Improvements to provide dropped kerbs investigated through the Community Participation Budget/Ward Transport Budget when requested. Dropped kerbs provided as part of major footway resurfacing schemes as required.</p>	<p>Stockton News along with details circulated to Ward Councillors for inclusion in any newsletters.</p> <p>Improvements provided where funding is identified</p>		in response to requests and available funding
10	That engagement of disability groups in the VCSE Adults Forum/ Disability Task and Finish Group, facilitated by Catalyst, be kept under review to ensure that it provides a representative and effective voice for disabled people of the Borough.	Continue to engage with disability groups across the borough Work with Catalyst to ensure a robust challenge for any work around disability and to ensure the new forum arrangements are working effectively	Effective disability engagement arrangements with the VCSE sector	Engagement Lead but all directorates across SBC	ongoing
11	That lessons learnt from the upcoming refurbishment of the junior/toddlers play area at Preston Park be used to inform future play provision designs with respect to inclusion and accessibility.	Meetings held with members of the SEND group, both on site at Preston Park and site visit to Stewarts Park. Design brief to be rewritten based on information gathered.	All future play provision will consider the learning from Preston Park	Keith Mathews	2023
12	That the provision of changing places toilet facilities be progressed, where practicable, as part of the Town Centre Development Programme, subject to funding through the Changing Places Fund.	Town centre team will continue to look at options for changing places as part of the future developments of town centres	Maximum possible provision is created using all available funding sources	Town Centres Team	ongoing

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13	That posters/ cards promoting simple sign phrases are adopted across customer services centres and receptions to assist communication with the deaf community.	Customer services will carry out work to assess and pilot what messages are needed and the best format	Appropriate signs are on displayed in customer service centres	Customer Services Team	Dec 2022