

ANGUS COUNCIL
PERSONNEL & PROPERTY SERVICES COMMITTEE

ITEM No. 20

29 AUGUST 2000

REVIEW OF THE POSITIVE ABOUT DISABLED PEOPLE "✓✓" SYMBOL

REPORT BY DIRECTOR OF PERSONNEL

ABSTRACT

This report advises the Committee that the Employment Service has recently reviewed the Council's commitment towards the nationally recognised Positive about Disabled People Symbol and that the Council has been successful in retaining this award.

1. RECOMMENDATION

The Personnel and Property Services Committee note the terms of this report and that the Employment Service has congratulated the Council on the high standard of its Equal Opportunities in Employment Policy and its positive and innovative approach towards people with disabilities

2. INTRODUCTION

At its meeting of 28 January 1997 the Personnel and Property Services Committee approved report no 120/97 which accepted, on the Council's behalf, the Employment Services "✓✓" symbol to be displayed on the Council's recruitment and advertising literature, external publications and booklets and any other appropriate documentation. This award enabled the Council to publicly display its commitment to pursuing good practice in the employment and retention of disabled people.

The Employment Service periodically review symbol users to ensure that they continue to satisfy the five criteria laid down by the Service itself. During the Council's recent review it was able to demonstrate that the following positive measures were in place in response to the criteria shown below:-

- 1 To interview all applicants with a disability who meet the minimum essential criteria for the job vacancy and consider them on their abilities.
The Guaranteed Job Interview Scheme in operation applies to all advertised vacancies.
- 2 To ask disabled employees at least once a year what the Council can do to make sure that they can develop and use their abilities at work.
Consultation is carried out with all employees including those with disabilities on an annual basis through the Council's Performance and Development Appraisal Scheme. This gives all employees an opportunity to raise issues confidentially on a one to one basis. This scheme is being developed and monitored on an ongoing basis and will eventually include all employees within the Council.
- 3 To make every effort when employees become disabled to ensure they stay in employment.
Guidelines for the Retention of Employees with disabilities are currently in operation.
- 4 Take action to make sure that key employees develop the awareness of disabilities needed to make the Council's commitments work.
Issues relating to Disability Awareness are raised in the Council's in house magazine "Angus Matters". Disability Awareness Training is currently being developed for employees who are required to participate in recruitment selection interviewing and also for those in posts providing a front line service to members of the public.

5 To review these commitments annually to assess what has been achieved and to plan ways to improve on these achievements and to let Council employees know about progress and future plans.

The Personnel Department reviews the Council's approach towards people with disabilities on an annual basis through its Service Development Plan. Ongoing plans to develop and continuously improve practices are published annually within this service plan.

3. CONCLUSION

The Employment Service has also recognised the thorough Recruitment and Selection Procedures in place within the Council and also the Council's close working relationship with the Employment Disability Unit and the Employment Service itself to facilitate work experience opportunities within the Council for people with disabilities.

The Positive about Disabled People award demonstrates the Council's active involvement in pursuing its own equalities strategy. It also demonstrates a positive and innovative approach at a time when the 1995 Disability Discrimination Act is being strengthened further by the newly established Disability Rights Commission.

JANICE TORBET
Director of Personnel

NOTE No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.