

# **TAY ROAD BRIDGE JOINT BOARD – DISABILITY EQUALITY SCHEME**

## **INTRODUCTION**

The Tay Road Bridge Joint Board is opposed to all forms of disability discrimination and harassment.

The Board is committed to taking all steps in its power to fulfil its duties under the Disability Discrimination Act 1995 and 2005 and any other relevant laws or statutory codes. The General Duty of the Disability Discrimination Act is to have due regard to the need:-

- To eliminate unlawful disability-related discrimination;
- To promote equality of opportunity;
- To promote positive attitudes towards disabled people;
- To encourage participation by disabled people in public life.

The specific duties under the Disability Discrimination Act are:-

- To prepare and publish a Disability Equality Scheme;
- To have in place arrangements for involving people with disabilities in producing the scheme
- To have in place arrangements for monitoring its employment practices by reference to disability.

## **DISABILITY EQUALITY AIMS**

The Board will continue to work towards achievement of the following aims:-

- To analyse the disability profile of the current workforce and to devise an action plan to redress any imbalances found;
- To ensure that all employees are trained in how to implement this scheme as is relevant and appropriate to their jobs;
- To establish a system for assessing and consulting on the likely impact of the Board's policies on the promotion of disability equality;
- To monitor the Board's existing and proposed policies for any adverse impact on the promotion of disability equality;
- To ensure public access to information and services.

## **ACTION PLAN**

The Disability Discrimination Act requires that the Disability Equality Scheme include an action plan stating how the Board intends to meet its duty to promote disability equality. In this respect the Board is committed to the following:

### **Disability Equality Monitoring**

The Board has in place arrangements for monitoring, by reference to disability, the numbers of staff in post, and the number of applicants for employment, training and promotion.

The results of the monitoring will be published annually.

The Bridge Manager, in conjunction with Dundee City Council's Personnel Department will continue to analyse the monitoring data and develop action plans where appropriate.

### **Training**

The Board will identify and put in place arrangements for training its employees in relation to its duties to promote positive attitudes to disabled people. The Board will ensure that the Tay Road Bridge's employees receive adequate training in these areas.

The Bridge Manager will ensure that the induction programme includes information on the Disability Equality Scheme.

### **Establishing a System for Assessing and Consulting on the Likely Impact of the Board's Policies on the Promotion of Disability Equality**

The Disability Discrimination Act 1995 and 2005 requires the Board to undertake a Disability Equality Impact Assessment (DEQIA). A DEQIA is a systematic analysis of how a proposed or existing policy, strategy or function, is likely to affect disabled people and considers alternatives where evidence of adverse impact exists. The Board will adopt Dundee City Council's DEQIA process. The Bridge Manager will ensure that training is provided to all relevant employees.

### **Monitoring the Board's Existing and Proposed Policies for Any Adverse Impact on the Promotion of Disability Equality**

The Board will require all new policies to be screened for adverse impact on equality groups and a full DEQIA completed where appropriate. It is also committed to screening all its policies and practices to determine priorities and develop actions plans. An initial screening of existing policies has been undertaken and may be consulted on the Tay Road Bridge website.

### **Involving Disabled People in Developing the Scheme**

The Board will seek to collect the views of people with disabilities by means of questionnaires issued in person, by email, and by post to individuals and organisations representing people with disabilities. Other means of seeking the views of people with disabilities may be developed in accordance with comments and responses to consultation received.

## **PUBLIC ACCESS TO INFORMATION AND SERVICES**

This Scheme will be published and circulated to all members, officers and employees of the Board. Copies will be available from The Tay Road Bridge, Administration Office, Marine Parade, Dundee, DD1 3JB. The Scheme and the annual Employment Monitoring statistics will also be placed on the Board's website at [www.tayroadbridge.co.uk/trb-home.html](http://www.tayroadbridge.co.uk/trb-home.html). Translations will be made available on request using the services of locally identified translators. The document will also be available in alternative formats, eg Easy to Read, Large Print, Braille, audio tape, on request.

**COMPLAINTS**

To date the Bridge Manager has not received any complaints in respect of Disability Equality issues. The existing methods for complaints will be reviewed and a recommendation made on the most effective method(s) for raising and dealing with complaints.

**DURATION AND REVIEW**

This scheme is intended to cover the three year period from 4 December 2006 to 3 December 2009. The Board may, if considered appropriate, review the Scheme or any part of it at an earlier date in response to comments made from individuals or organisations or consultation with other bodies.