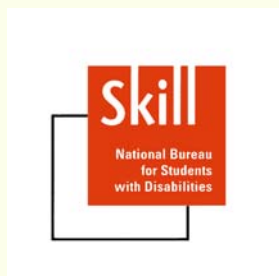


The Duty to Promote Disability Equality --

What can we learn from Race Equality Legislation?

Dr Christine Rose



Duty to Promote Race Equality – what's the difference?

- **Some aspects broadly mirror, but others are significantly different**

- **Differences include:**
 - **All will need to produce a scheme, rather than a policy**
 - **Greater focus on outcomes**
 - **Active involvement of disabled people**

Duty to Promote Race Equality – what have we learnt?

Context - we must

- **tailor our disability equality scheme to our own context**
- **develop a locally specific, realistic but aspirational vision**

Outcomes - we must

- **Recognise the danger that processes, such as impact assessments, consultations, monitoring and training, can become an end in themselves, rather than a means towards a defined end – achieving disability equality. Progress is not measured in terms of process, but in terms of outcomes that are achieved**

Mainstreaming – we must

- Clarify confusion over the term 'mainstreaming'
- Have strategies identified in the scheme to help achieve mainstreaming
- Recognise that mainstreaming is likely to be a long term activity

Monitoring – we must ensure that

- **Monitoring processes for staff are not neglected at the expense of monitoring processes for learners, and vice versa**
- **Monitoring takes place at the organisational level but also by department, or appropriate sublevel**

Monitoring

- **Race is usually defined and known to a person, whilst a person may not realise that they are covered by the DDA definition of disability.**
- **Race is usually fixed whilst disability is dynamic**
- **Both have implications on monitoring processes**

Active involvement of disabled people – we must

- **Recognise that consultation is not enough**
- **Demonstrate, through our reporting processes, how the active involvement of disabled people has made a difference and changed practice**



Impact assessments – we must



- Be clear on what the process of impact assessment involves
- Build into the action plan that accompanies our equality scheme, a rolling programme of impact assessment
- Ensure that we get neither bogged down in impact assessment or that impact assessment becomes a token gesture

Reporting, reviewing and publishing progress – we must



- **Identify who is responsible for reporting on the outcomes of monitoring activities, to whom and by when each year**
- **Have reporting processes that provide effective links with senior / executive managers / governors**

We must ensure that our scheme

- **Does not merely become a paper based document that is rarely considered on a regular basis, but instead acts as a business tool to help us prioritise our actions to achieve the requirements of the duties**

The Duty to Promote Disability Equality

- Provides an opportunity for organisations to positively promote change
- Provides a framework to tackle discrimination and institutional barriers
- Enables performance improvement towards greater equality and inclusion