



**Central Scotland Valuation Joint Board
Disability Equality Scheme**

Annual Progress Report

December 2009

Disability Equality Scheme

Introduction

The Disability Equality Duty builds on and extends our commitment to equal opportunities. The Disability Equality Scheme, along with its associated action plan, is part of the overall development of equal opportunities within the Central Scotland Valuation Joint Board area.

The promotion of opportunity and the elimination of discrimination, in relation to disabled persons, is a process to which I am personally committed. This has required changes to our operations in the past year and will require further actions in the years to come. This report details the progress made to date and highlights the way forward.

Brian Byrne
Assessor and Electoral Registration Officer
Central Scotland Valuation Joint Board

December 2009

The year to December 2009

1. Making sure the Disability Scheme works

- Issues highlighted regularly at Management Team meetings
- Scheme reviewed and updated
- Senior staff have attended seminars on equality issues and in particular access to electoral services.
- Equality champion participates in local Equality forum

2. Identifying the relevant functions and policies

- A process to review all VJB Policies to ensure that they do not contain any barriers to the promotion of disability equality is underway

3. Ensuring Access to buildings, functions and services

- Access audit being investigated

4. Employment

- Monitoring forms are issued to and the returns collated for:
 - All retirements, resignations and redundancies as required
 - All applicants for new posts
 - All staff

Any job applicants who have identified themselves as having a disability, who meet the requirements of the person specification for the advertised post have been interviewed

Actions for year to December 2010

- Through the management team the VJB will ensure that equalities' issues remain to the fore and that all staff remain committed to ensure that the delivery of services is not discriminatory and promotes equality.
- Disabled staff to be asked to participate in Forum to review policies and procedures
- The VJB will continue to provide support to disabled staff and will encourage staff to "self declare" disabilities to assist in removing the stigma of disability and also to ensure that the VJB is properly meeting the needs of disabled people
- Training of staff will continue and will be monitored to ensure all staff are trained
- All staff training to be monitored to ensure no discrimination occurs
- Review of VJB policies is to continue

Results of Monitoring

Applications for New Posts

Year	No of Posts Advertised	No of Applicants	No of Applicants with a Declared Disability	No of Successful Candidates	No of Successful Candidates with a Declared Disability
2009	3	72	1	3	0

Retirals, Resignations and Redundancies

Year	No of Resignations, Retirals and Redundancies	No of Resignations, Retirals and Redundancies with a Declared Disability
2009	1	0

Current Staffing

Year	No of Staff	No of staff with a Declared Disability
2009	59	4