

Report To: The Inverclyde Council

Date: 8 October 2015

Report By: Chief Executive

Report No: CE/008/JWM

Contact Officer: Lynsey Logsdon

Contact No: 2744

Subject: The 'One In Five' Campaign: Involving Disabled People in Politics

1.0 PURPOSE OF THE REPORT

1.1 The purpose of this report is to provide information on how the Council meets the requirements of the 'One In Five' Campaign.

2.0 SUMMARY

2.1 The 'One in Five' campaign aims to encourage, empower and increase political participation amongst disabled people in Scotland. The campaign calls upon organisations to sign up to a charter which focuses on breaking down barriers by imploring organisations to consider the needs of disabled people.

2.2 The Council agreed to sign up the 'One In Five' Campaign at the last full Council meeting on 4 June 2015.

2.3 By signing up to the campaign, the Council has made the following five pledges:

- All members are asked about individual needs which are actioned to ensure inclusion;
- Meetings are held in accessible venues;
- Material is available in a variety of formats;
- Organisational tasks and responsibilities are clearly defined yet remain flexible enough to empower individual member ability; and
- Inverclyde Council seeks to increase the awareness and understanding of issues affecting disabled people and strives to include and empower all members.

2.4 It was agreed at the last full Council meeting in June 2015 that a report be brought back to Council outlining how the Council meets the five pledges outlined above.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Council notes the contents of this report.

John W Mundell
Chief Executive

4.0 BACKGROUND

4.1 The 'One in Five' is a campaign to encourage, empower and increase political participation amongst disabled people in Scotland. The campaign calls upon organisations to sign up to a charter which focuses on breaking down barriers by imploring organisations to consider the needs of disabled people.

4.2 The Council agreed to sign up the 'One In Five' Campaign at the last full Council meeting on 4 June 2015.

4.3 By signing up to the campaign, the Council has made the following five pledges:

- All members are asked about individual needs which are actioned to ensure inclusion;
- Meetings are held in accessible venues;
- Material is available in a variety of formats;
- Organisational tasks and responsibilities are clearly defined yet remain flexible enough to empower individual member ability; and
- Inverclyde Council seeks to increase the awareness and understanding of issues affecting disabled people and strives to include and empower all members.

4.4 It was agreed at the last full Council meeting in June 2015 that a report be brought back to Council outlining how the Council meets the five pledges outlined above.

5.0 HOW THE COUNCIL MEETS THE FIVE PLEDGES

5.1 The main way in which the Council ensures that all members are asked about individual needs which are actioned to ensure inclusion is through Personal Development Plans. Each Elected Member has a Personal Development Plan and this is the mechanism through which all Elected Members are asked about their individual needs. There are plans in place to review Personal Development Plans over the course of the next six months.

5.2 The Council takes all reasonable steps to ensure that all meetings are held in accessible venues. Individual projects are progressed to ensure accessibility of premises and, for example, within the Municipal Buildings complex, Education Services relocated to a newly refurbished building in Wallace Place in 2014 with public library services on the ground floor with a lift also being installed to ensure the building is accessible on upper floors. The Council has current plans to extend this level of property improvement to the former James Watt Memorial College in Greenock to provide a modern office environment for the Council's Environmental Services. This will include the installation of a lift to ensure the building is accessible. For the main headquarters function of the Municipal Buildings, plans are continually reviewed to assist the accessibility to services and meetings for customers, Elected Members and staff.

5.3 The Council ensures that materials are available in a variety of formats including paper, electronic and large print if required.

5.4 A Role Profile for Elected Members has been developed in order to ensure that organisational tasks and responsibilities are clearly defined yet remain flexible enough to empower individual members. The Role Profile for Elected Members outlines the Council's vision and strategic outcomes and provides role descriptions for Elected Members. This includes role descriptions for Ward Councillors, Committee Conveners and Council Leaders. In addition, this document identifies four key competencies which will assist members in contributing to the achievement of the Council's vision and

outcomes. The four key competencies are:

- Personal Effectiveness – have the relevant skills and qualities necessary to work effectively as an Elected Member;
- Collaboration – work in partnership with a view to achieving mutually agreed goals;
- Scrutiny and Challenge – seek opportunity to scrutinise and provide feedback. Analyse information quickly and present arguments in a concise and meaningful way; and
- Leadership – inspire others to achieve higher levels of performance.

5.5 The Council seeks to increase the awareness and understanding of issues affecting disabled people and strives to include and empower all members through the following:

- The Council established an Equalities Officer post in 2013.
- A Corporate Equalities Group has been set up to ensure that the Council meets its duties in terms of equalities legislation.
- The Council published 19 Equality Outcomes in April 2013 to ensure the mainstreaming of equality and diversity within the organisation. Progress against the Equality outcomes is reported to Policy and Resources Committee. There has been progress made against the majority of these outcomes which evidences the genuine mainstreaming of equality and diversity within the organisation.
- The Council currently has equality and diversity e-learning modules covering both general equalities and specific protected characteristics.
- Inverclyde Council and the Alliance Board signed up to the ‘See Me’ pledge in 2010 and continue to support this campaign.

6.0 IMPLICATIONS

6.1 Finance

One off Costs:

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments
Individual projects	n/a	n/a	n/a	n/a	Costs met from specific project budgets

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £'000	Virement From (If Applicable)	Other Comments
Individual projects	n/a	n/a	n/a	n/a	Costs met from specific project budgets

Costs associated with the plans to increase the accessibility of the Municipal Buildings and the refurbishment of the former James Watt Memorial College will be contained within existing budgets.

6.2 **Legal**
None

6.3 **Equalities**
None

6.4 **Repopulation**
N/A

7.0 CONSULTATION

7.1 N/A

8.0 BACKGROUND PAPERS

8.1 N/A