



**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 retirees, 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                                      |