



REQUEST 18053

I am writing to seek information on your authority's approach to disability issues

1. Has your authority adopted the social model of disability in its practices?

RESPONSE

Progress with Unity sets out two shared clear missions for our borough that confirms our belief that all people within the Wigan borough should experience fair opportunities and the basis to flourish. Many of our supporting practices lean into this approach through our values and practice.

We take proactive steps to remove barriers experienced by those with disabilities and this is reflected in our processes starting at recruitment and running through our day-to-day support of staff. Internal frameworks to support attendance and career progression instil our expectation that barriers should be identified and removed as part of our responsibilities.

When seeking clarity and bench marking, we often utilise the guidance of organisations that incorporate the social model such as ACAS and the NHS.

2. If yes to Q1, has this been formally adopted at a council meeting or similar?

No, this model has not been formally adopted.

3. Have your staff and councillors been trained in disability awareness, including the social model of disability?

All staff must complete Equality, Diversity and Inclusion (EDI) training as part of their mandatory learning requirements. Disability awareness forms part of this training and whilst not explicitly referred to, the training promotes an approach that aligns to the social model.

Councillors receive training in relation to Inclusive Language and Communication and Practical Equalities, with further work currently taking place to devise/procure training for all Members, in relation to Equality, Diversity and Inclusion.

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| 4. Do your equality impact assessments include reference to the social model of disability and its implications for policy decisions? | The council's equality impact assessments include guidance on disability as a protected characteristic and links to the most recent advice on avoiding disability discrimination from the Equality and Human Rights Commission. |
| 5. Does your authority employ an access officer or similar (e.g. access design officer or disabilities officer) to provide advice to officials and others about access standards and design? If yes, please provide the specific job title. | <p>Within HR&OD we have an EDI specific Assistant Business Partner who works to improve inclusion across all protected characteristics. Work within their remit will include the research of best practice in all matters EDI and to connect with lived experience within the organisation, largely via Staff Networks.</p> <p>Access standards and design matters are managed by Facilities Management who connect with Policy, Health and Safety and EDI team members where appropriate.</p> |
| 6. Does your authority have a policy or charter covering accessible streets for disabled people, for example a Streets Charter, accessible streets policy or similar? If so, please can you provide a copy. | No |
| 7. Is your authority part of the Disability Confident scheme? If so, at what level - Committed, Employer, Leader? | We are part of the disability confident scheme and have recently obtained 'Leader' status. |