

Disability Equality

Promoting Disability Equality through our Single Equality Scheme

December 2009



Audit Scotland's Single Equality Scheme

Audit Scotland is committed to equality of opportunity and to a culture that respects difference. We believe that as an employer and public body, and in our audit role, we can play a leading part in the promotion and application of best practice in the areas of diversity and equality.

As a public body we are legally required to eliminate discrimination and promote good relations, as well as promote equality, in relation to disability, gender, gender re-assignment and race. We have developed our single scheme to meet these requirements but also have extended this to address age, religion or belief, sexual orientation and human rights. Our new Single Equality Scheme draws together and updates previous statements and policies. It makes our current position on diversity and equality clear, sets out what we intend to do both internally and in the way we carry out our work, and explains how we will monitor our progress.

Promoting Disability Equality

Because we have developed a single scheme and Equality Action Plan many of the improvements we are planning will benefit most or all of the equality strands. We believe the following actions will specifically support disability equality.

Building equalities into our work

- We are reviewing our **forward study programme** with the aim of developing further opportunities for promoting equalities, including disability, across the public sector.
- The consideration of all equalities embedded into our approach to **Best Value** audit across the public sector.
- We will continue to work with external partners, including Capability Scotland to develop our **involvement activity** and establish groups from a wider range of backgrounds, including people with disabilities.

Reviewing our policies and activities

- **Access and facilities in our properties** are being reviewed to ensure these meet the needs of the people who work for us and visitors to our offices.
- We are developing our **recruitment and selection processes**, including how and where we advertise, to attract more candidates with disabilities.
- **Routine staff monitoring information** is being developed to examine other areas of equalities, including disability.

Developing our information and reporting

- Reports on **vacancies and recruitment campaigns** will be produced setting out information and actions on any equality issues, including disability.
- We will develop **benchmarking** on areas of equalities with other audit agencies and scrutiny bodies.
- We aim to improve **accessibility of our information** in a range of formats.

Improving our confidence and skills

- **Training on equalities** is being developed to focus on areas identified as a priority by staff, including the requirements of the Disability Discrimination Act.
- A programme of **awareness raising** sessions on aspects of equalities is being developed, including different aspects of disability equality.

Audit Scotland's Single Equality Scheme can be found on our website:

<http://www.audit-scotland.gov.uk/>

If you want further information please contact info@audit-scotland.gov.uk