

**Work, Welfare and
Equality Group**

Disability Equality Action Plan

Objectives	Action	Timescale	Intended Outcome	Progress
1. Mainstream the disability equality duty into our business planning process	To build current and future equality legislation into continuous improvement and business planning processes (2007/08 <i>Business Planning started autumn 2006, continuous improvement activity ongoing and reviewed every quarter</i>)	By December 2007	All activity within Work, Welfare and Equality Group takes account of the impact on disabled people	The duties were integrated into the business planning process and fed into the Group's annual Purpose and Priorities statement and Continuous Improvement Plan

Objectives	Action	Timescale	Intended Outcome	Progress
<p>2. Raise awareness of the Disability Equality Duty and wider disability issues</p>	<p>Review our induction process to ensure diversity training material is up to date</p> <p>Deliver mandatory training to all Work, Welfare and Equality Group staff on the specific requirements of the disability equality duty</p> <p>Provide support to managers so that they are comfortable in supporting their disabled staff</p> <p>Making reasonable adjustments, to ensure our staff have access to a safe and suitable working environment</p>	<p>Immediate</p> <p>Line manager training to be delivered by the end of December 2006.</p> <p>Individual training for all staff to be completed by the end of March 2007</p> <p>Ongoing to March 2009</p> <p>Ongoing</p>	<p>To build understanding so that our people are aware of, and deliver, their responsibilities to customers, stakeholders and colleagues</p> <p>That Work, Welfare and Equality Group is a place where everyone feels they are valued and we treat each other with thoughtfulness and respect</p>	<p>Mandatory training on equality legislation was delivered to staff across the Group to schedule</p> <p>We regularly update our information on reasonable adjustments, to ensure that all requests are progressed in good time</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>2. Raise awareness of the Disability Equality Duty and wider disability issues (<i>continued</i>)</p>	<p>Invite external speakers to the 'hour with' sessions so that we can learn directly from end users of services we are developing</p> <p>Commission the Office for National Statistics to develop plans for a new longitudinal disability survey of Great Britain</p>	<p>Ongoing</p> <p>2007/8 – involve disabled people in topic prioritisation and survey design</p> <p>2008/9 – technical development and piloting</p> <p>2009/10 – survey fieldwork and first results</p>	<p>(See above)</p> <p>To monitor progress towards the Office for Disability Issues' vision of equality by 2025 and underpin future policy development with improved evidence on the outcomes for disabled people</p>	<p>The 'hour with' programme is ongoing and we will continue to ensure that it covers a range of issues including diversity</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>3. To promote and mainstream the disability equality duty into all areas of policy development</p>	<p>Improved understanding and take up of benefits and particularly disability benefits following benefit simplification measures</p> <p>Ensure the rollout of the private and voluntary sector led Pathways to Work service and the development and implementation of the Employment Support Allowance meet the requirements of the duty</p> <p>Conduct a review of disability issues in relation to Child Support policy work</p>	<p>As appropriate to the policy development timescale</p>	<p>That we use analysts to identify and benchmark data at the outset and involve people affected by these issues in identifying solutions</p> <p>That we carry out robust disability impact assessments in all areas of policy development</p> <p>That we publicise changes and provide accessible information to disabled people and carers</p>	<p>We undertook a full disability equality impact assessment covering both the Pathways to Work Programme and the development of The Employment and Support Allowance, which was published on the DWP website in May 2007. Both of these policy initiatives were also covered in the 2006 Green Paper 'A new deal for welfare: Empowering people to work'. Nearly 5000 copies were distributed to stakeholders and over 600 responses received. The list of those who responded is contained in the Consultation report</p> <p>We have also published impact assessments in respect of the Child Support Bill and the July 2007 Green Paper 'In work, better off: next steps to full employment'. The Green Paper was sent to over 200 stakeholders</p> <p>We are commissioning some research on take-up of disability benefits, particularly Disability Living Allowance/Attendance Allowance, to establish how we can increase take-up</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>3. To promote and mainstream the disability equality duty into all areas of policy development (<i>continued</i>)</p>	<p>As part of our fraud and error strategy we will carry out an analysis of inconsistencies and errors made in payments to disabled customers</p> <p>Ensure disability issues are integrated into policy development in relation to:</p> <ul style="list-style-type: none"> • child support policy work • rollout of Local Housing Allowance • Welfare to Work • Health Work and Wellbeing 	<p>(See above)</p>	<p>That benefits and programmes are accessible and take up improves</p>	<p>We are also considering whether benefit rules prevent people participating or volunteering and whether any changes to systems are necessary to encourage greater participation in public life</p> <p>The Office for Disability Issues will shortly be publishing its progress report which will provide an update on the DWP actions arising from the 'Improving the Life chances of Disabled People' report. It will highlight what the Department is doing to promote equality and disability employment.</p> <p>We have commissioned the Office for National Statistics to develop plans for a new longitudinal disability survey of Great Britain. This would monitor progress towards the Office for Disability Issues' vision of equality by 2025 and underpin future policy development with improved evidence on the outcomes for disabled people</p>

Objectives	Action	Timescale	Intended Outcome	Progress
3. To promote and mainstream the disability equality duty into all areas of policy development (<i>continued</i>)	<ul style="list-style-type: none"> • Employer Engagement • Use analysis to benchmark data and involve people affected by these issues in identifying solutions 	(See above)	(See above)	(See above)
4. To improve our evidence base	<p>Office for Disability Issues to monitor compliance with requirement for public authorities to publish a disability equality scheme</p> <p>Office for Disability Issues to develop outcome based indicators to measure progress towards equality</p>	<p>February 2007</p> <p>Initial set of indicators by December 2007</p>	<p>Better policy making through improved understanding of impacts on disabled people</p>	<p>The Office for Disability Issues commissioned an audit of how public bodies were meeting their duties under the Disability Equality Duty. This was completed in January 2007 and outlines the rate of compliance</p> <p>The Office for Disability Issues involved stakeholders in developing measures of progress towards equality for disabled people, including a formal consultation exercise conducted between February and May 2007. The results from the consultation exercise were published in October 2007</p>

Objectives	Action	Timescale	Intended Outcome	Progress
4. To improve our evidence base (<i>continued</i>)	<p>Office for Disability Issues to develop inclusive research on life chances of disabled people including a project to look at the experiences and expectations of disabled people</p> <p>Office for Disability Issues to develop guidance for a co-ordinated approach to involve disabled people in research (based on the 'Experiences and expectations of disabled people project')</p> <p>All Work, Welfare and Equality Group research to be commissioned in accordance with the guidance</p>	<p>December 2009</p> <p>August 2008</p> <p>December 2009</p>	<p>(See above)</p>	<p>The Office for Disability Issues is currently conducting research about disabled peoples experiences and expectations. To support this work a reference network was established to advise them about the design of the research programme. The network's members include academics, disability activists and disabled people</p> <p>The Office for Disability Issues has worked with other government departments to ensure that there is a disability element to some of the targets that the Treasury monitors, providing performance for disabled people against Departmental Strategic Objectives</p>

Objectives	Action	Timescale	Intended Outcome	Progress
4. To improve our evidence base (<i>continued</i>)	Ensure performance data and research can be disaggregated by disability status		(See above)	(See above)
5. To improve the way that Government communicates with disabled people and their organisations and involve them in policy development	<p>Establish Equality 2025.</p> <p>Support capacity building for organisations of disabled people</p> <p>Pilot best practice identified in the 'Information needs for disabled people' project</p> <p>Develop comprehensive stakeholder strategy</p>	<p>January 2007</p> <p>March 2008</p> <p>December 2007</p> <p>July 2007</p>	<p>That the Office for Disability Issues will become a source of information and expertise on disability, providing support to other government departments and working to influence public perception and build awareness of disability issues</p>	<p>Equality 2025 is now established and is currently finalising its work plan</p> <p>The Office for Disability Issues is running a project on information needs with the Central Office of Information and four local authorities (Cheshire, Croydon, North Tyneside and Surrey). The project is due to report in March 2008</p> <p>Proposed stakeholder strategy is currently being considered by the Office for Disability Issues senior management team</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>6. To aim to be an exemplar in ensuring accessibility at meetings, in outreach work, on websites and in publications</p>	<p>Office for Disability Issues to issue guidelines on what 'accessibility' means and to maintain a list of accessible venues</p> <p>Work, Welfare and Equality Group to follow these guidelines</p>	<p>By March 2007</p>	<p>Accessibility requirements will include ensuring physical accessibility and producing material for meetings in easy read, Braille, audio, and British Sign Language formats</p>	<p>The Office for Disability Issues has held a number of public events during the year which have generated a great deal of expertise in terms of hosting accessible events as well as involving disabled people in its work. The Office for Disability Issues had its website awarded AAA status (highest form of accessibility) but continues to keep this under review with the help of disabled organisations</p>

Gender Equality Action Plan

Objectives	Action	Timescale	Intended Outcome	Progress
<p>1. To mainstream the gender equality duty into our business planning process</p>	<p>Build current and future gender equality duty legislation into continuous improvement and business planning processes</p>	<p>In line with business planning and continuous improvement activity (immediate and ongoing)</p>	<p>To mainstream the gender equality duty across all activity within Work, Welfare and Equality Group, not just to meet legislative requirements but because it builds on our ethos that it is the right thing to do</p>	<p>The duties were integrated into the business planning process and fed into the Group's annual Purpose and Priorities statement and Continuous Improvement Plan</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>2. Raise awareness of the gender equality duty and wider disability issues through a programme of mandatory training and awareness opportunities</p>	<p>Deliver training to all Work, Welfare and Equality Group staff on the specific requirements of the gender equality duty</p> <p>Invite external speakers to the 'hour with' sessions so that we can gain a wider perspective on gender specific issues</p>	<p>Immediate and ongoing to March 2009</p>	<p>That our people are aware of and deliver their responsibilities to customers, stakeholders and colleagues</p> <p>That Work, Welfare and Equality Group is a place where everyone feels valued and treated with respect</p>	<p>Mandatory training on equality legislation was delivered to staff across the Group to schedule</p> <p>The 'hour with' programme is ongoing and we will continue to ensure that it covers a range of issues including diversity</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>3. To promote and mainstream gender equality into all areas of policy development</p>	<p>Improved take up of benefits following benefit simplification measures</p> <p>Ensure the rollout of the private and voluntary sector led Pathways to Work service and the development and implementation of the Employment Support Allowance meet the requirements of the duty</p> <p>Ensure gender issues are integrated into policy development in relation to:</p> <ul style="list-style-type: none"> • child support policy work • rollout of Local Housing Allowance 	<p>As appropriate to the policy development timescale</p>	<p>That we identify gender specific issues at the outset and involve people in identifying solutions for end users</p>	<p>We will continue to ensure, through the statutory impact assessments, that relevant equality issues are fully integrated in policy development. Many of the policy initiatives listed were trailed in the 2006 Green Paper 'A new deal for welfare: Empowering people to work'. Nearly 5000 copies were distributed to stakeholders and over 600 responses received. The list of those who responded is contained in the Consultation report</p> <p>We have published impact assessments in respect of the Child Support Bill and the July 2007 Green Paper 'In work, better off: next steps to full employment'. The Green Paper was sent to over 200 stakeholders</p> <p>We will ensure, in our sponsorship role that the opportunities provided by the creation of Child Maintenance and Enforcement Division to address equality issues are fully explored</p>

Objectives	Action	Timescale	Intended Outcome	Progress
3. To promote and mainstream gender equality into all areas of policy development <i>(continued)</i>	<ul style="list-style-type: none"> Welfare to Work Health Work and Well-being programme Employer Engagement <p>Use analysis to benchmark data and involve people affected by these issues in identifying solutions</p>	(See above)	(See above)	(See above)
4. To adopt 'gender neutral' language across the group	<p>Ensure that we review the language used when referring to particular customer groups and use (where appropriate) gender-neutral language or, where more appropriate, gender-specific language across the group</p>	Immediate and ongoing	That assumptions are not made about particular customer groups as these may be construed as discriminatory	This is ongoing and monitored on a constant basis

Objectives	Action	Timescale	Intended Outcome	Progress
<p>5. To develop further objectives building on the Women and Work Commission's recommendations and 'one year on' findings reports, to examine the gap in earnings of male and female lone parents</p>	<ul style="list-style-type: none"> • Review report when available • Agree actions • Take forward actions 	<p>Evaluation of the extension of New Deal Plus to Scotland and Wales is currently ongoing, with a final report due for publication in Spring 2008. Further evaluation work on the extension of the pilot outside of London and also on the measures being introduced in London Districts is being planned for after their implementation in 2008</p>	<p>Our policies and practices reflect recommendations made by the Women and Work Commission</p>	<p>Building on the success of the New Deal for Lone Parents and the New Deal for Partners a number of measures are being piloted or planned, including:</p> <ul style="list-style-type: none"> • New Deal Plus for Lone Parents, which offers a comprehensive offer, including ongoing support. The 2007 Budget announced that the pilots will be extended until 2011 and be expanded to cover London • The Green Paper 'In work, better off: next steps to full employment' set our proposals for focusing on lone parents with a youngest child aged 12 and over who will no longer be entitled to Income Support, but who will be given personalised help and support • A range of measures for lone parents including extension of work-focused interviews and increased assistance with childcare costs

Objectives	Action	Timescale	Intended Outcome	Progress
<p>5. To develop further objectives building on the Women and Work Commission's recommendations and 'one year on' findings reports, to examine the gap in earnings of male and female lone parents (<i>continued</i>)</p>	<p>(See above)</p>	<p>The In Work Credit Pilot impact assessment will provide information on the effect of In Work Credit on the earnings of male and female lone parents. The next report is due to be published Summer 2008</p>	<p>(See above)</p>	<p>The Prime Minister announced on 10 September 2007:</p> <ul style="list-style-type: none"> • The national roll-out of In Work Credit to build on the successful pilots and enable lone parents who have been on benefits for a year to receive an additional £40 per week (£60 in London), on top of their wages and working tax credits, when they get a job of 16 hours a week or more • A guarantee of a job interview for every lone parent who is looking, and ready, for a job • Extending work-trials for lone parents from 3 to 6 weeks <p>These changes will be delivered primarily through Jobcentre Plus</p>

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<p>6. To increase the retention of people moving from benefit into work and increase their scope for advancement, making a significant impact on breaking the low pay no pay cycle</p>	<ul style="list-style-type: none"> • Pilot the Employment Retention and Advancement Demonstration project 	<p>Launched in 2003 Employment Retention and Advancement Demonstration project will run until November 2007, with the final customers flowing off at the end of February 2008</p>	<p>To promote a work based welfare policy to break the low pay no pay cycle and help customers that are furthest away from the labour market to sustain and retain work</p> <p>Our focus on getting people into work is balanced with the negative effect this may inadvertently have on the gender pay gap. Once in work the expectation is that these people will move to higher paid roles –this is the long term strategy</p>	<p>The project has a clear focus on the labour market position of women as two of the three groups eligible for the programme are lone parents who volunteer for the New Deal for Lone Parents and lone parents on Working Tax Credit who work between 16 and 29 hours a week</p> <p>The evaluation is divided up into 3 research strands:</p> <ul style="list-style-type: none"> • a process study to understand how Employment Retention and Advancement was implemented on the ground • an impact study that compares service received, employment, earnings, benefit receipt and other outcomes for Employment Retention and Advancement customers with those of the control group customers • a cost study that examines the total cost of implementing Employment Retention and Advancement

Race Equality Action Plan

Objectives	Action	Timescale	Intended Outcome	Progress
1. To mainstream the race equality duty into the business planning process	Build current and future equality legislation into continuous improvement and business planning processes	In line with business planning and continuous improvement activity (immediate and ongoing)	To mainstream the race equality duty across all activity, not just to meet legislative requirements but because it builds on our ethos that it is the right thing to do	The duties were integrated into the business planning process and fed into the Group's annual Purpose and Priorities statement and Continuous Improvement Plan
2. To raise awareness of the race equality duty as part of the wider programme of diversity awareness training	Raise awareness amongst all staff on the specific requirements of the race equality duty Invite external speakers to the 'hour with' sessions so that we can gain a wider perspective on race specific issues	Immediate to March 2007	That our people are aware of and deliver their responsibilities to customers, stakeholders and colleagues That Work, Welfare and Equality Group is a place where everyone feels valued and treated with respect	Mandatory training on equality legislation was delivered to staff across the Group to schedule The 'hour with' programme is ongoing and we will continue to ensure that it covers a range of issues including diversity issues

Objectives	Action	Timescale	Intended Outcome	Progress
<p>3. To promote and mainstream race equality into all areas of policy development</p>	<p>Improved take up of benefits following benefit simplification measures</p> <p>Ensure the rollout of the private and voluntary sector led Pathways to Work service and the development and implementation of the Employment Support Allowance meet the requirements of the duty</p> <p>Ensure race issues are integrated in policy development work in relation to:</p> <ul style="list-style-type: none"> • child support policy work • fraud and error 	<p>As appropriate to the policy development timescale</p>	<p>That we identify specific issues in relation to race at the outset and involve people in identifying solutions for end users</p> <p>That we increase take up of services by minority ethnic customers and measures show achievement of positive outcomes across all client groups</p>	<p>One of the measures that indicates success in fully integrating consideration of issues in relation to race in our welfare to work policies is the key indicator of employment rates. The Department met the 2002 Spending Review Public Service Agreement target to reduce the difference between the ethnic minority employment rate and the overall rate. The Department is on course to meet the corresponding target in the 2004 Spending Review</p> <p>Many of the policy initiatives listed were trailed in the 2006 Green Paper 'A new deal for welfare: Empowering people to work'. Nearly 5000 copies were distributed to stakeholders and over 600 responses received. The list of those who responded is contained in the Consultation report</p> <p>We have published impact assessments in respect of the Child Support Bill and the July 2007 Green Paper 'In work, better off: next steps to full employment'. The Green Paper was sent to over 200 stakeholders</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>3. To promote and mainstream race equality into all areas of policy development (<i>continued</i>)</p>	<ul style="list-style-type: none"> • rollout of Local Housing Allowance • Welfare to Work • Health Work and Well-being programme • improved information for Carers <p>Use analysis to benchmark data and involve people affected by these issues in identifying solutions</p>	<p>(See above)</p>	<p>(See above)</p>	<p>We will continue to ensure, through the statutory impact assessments, that relevant equality issues are fully integrated in policy development. In addition, the Group's senior management team had a full discussion about the importance of ensuring the full integration of race equality issues, and techniques for so doing</p> <p>We will ensure, in our sponsorship role that the opportunities provided by the creation of Child Maintenance and Enforcement Division to address equality issues are fully explored</p>

Objectives	Action	Timescale	Intended Outcome	Progress
<p>4. Through our ethnic minority employment division build new opportunities for ethnic minority people particularly those in the most disadvantaged areas</p>	<p>That we progress through our Ethnic Minority Advisory Group and other forums:</p> <ul style="list-style-type: none"> • Cities Strategy • Fair Cities Programme • public sector procurement • Employer Engagement (Olympics 2012) 	<p>Ongoing to 2012</p>	<p>That we build employability for people from ethnic minority backgrounds</p> <p>That we increase employer engagement and enterprise</p> <p>That we increase local ethnic minority employment rates</p>	<p>The Department met the 2002 Spending Review Public Service Agreement target to reduce the difference between the ethnic minority employment rate and the overall rate. The Department is on course to meet the corresponding target in the 2004 Spending Review</p> <p>The Cities Strategy pathfinders have committed to reduce the number of people claiming benefit by an additional 3% by May 2009 and Pathfinders are asked where appropriate to consider targeting ethnic minority employment</p> <p>The Ethnic Minority Employment Task Force has set up 4 focus groups to take forward work against its priorities, including procurement and employer engagement. The Business Commission has also taken evidence and made helpful recommendations</p> <p>Procurement pilots have been implemented for New Deal Contracts</p>