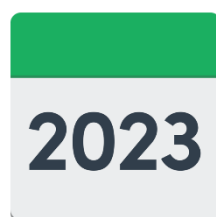
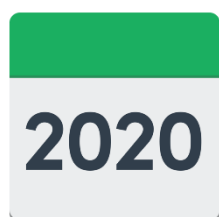




Disability Equality Scotland

The Plan for our work from 2020-2023



Introduction



We are a Scottish charity working to make life more accessible, equal and inclusive for disabled people in Scotland.

We promote access:

- to buildings and nature
- to information and communication
- to opportunities in communities
- to decision-making



We want every disabled person to have chances and choices to live the life they want.



Disabled people and organisations who support them are members of Disability Equality Scotland.

We listen to the views of disabled people and work for them.



We give advice to the Scottish Government on their policies and plans.

We give advice and support to all local disability Access Panels in Scotland.

How we developed this plan.



- We asked disabled people what they think.
- We did this in meetings, weekly polls, workshops and events.
- We got information and advice from experts on our board.
- Staff told us what they think.

This Plan is for 2020-2023.

If there are changes to laws or the political situation or problems with money we might have to change the plan.



We will let people know if this happens.



Our Vision

Working for disabled people in Scotland to be treated equally and be included.

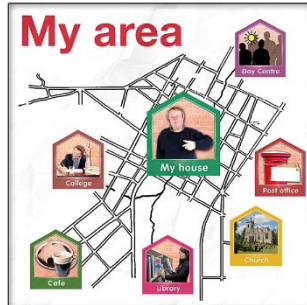
Our Mission

To make sure the voices of disabled people are heard.

We will use what we hear to change things and make people's lives better.



Working with Access Panels



We support Access Panels in Scotland to achieve their local work.

We will tell people about Access Panels and their work, and why organisations should work with them.

We want Access Panels to be key partners in the Scottish Government 'Democracy Matters' plan.

Working with Members



We listen to our members and share opportunities for working together, telling people what is working well, and changing things to make them better.

We will make sure the views of our members are known and their voices are heard about things that matter to them.

Working with partners



We will work with organisations in all areas to make sure disabled people are included.

We will use the experiences and knowledge of our members to say how things are and what needs to change.

Working with people who support our organisation and spread our message.



We have strong relationships with people who support us and can change things.

We will keep making links with people who can tell others about our work.



Members of Parliament and Members of the Scottish Parliament gave their support to us at an event in the Scottish Parliament in November 2019.

We will use these connections to make sure the voices of disabled people are heard and advise on new policies and plans.

Our Principles



A positive way of working.

We want to hear what works well and find ways to change what is not working.



Equality

We tell people about things that are working well so more people know about disability equality and accessibility.

Partnership



We work with other organisations to achieve real change in access and equality.

We are committed to the disabled people's motto of 'nothing about us without us'.

What we believe in:



Disabled people are at the centre of our work.

We work for their independence and to promote their rights as equal members of society.



We believe in:

- honesty, respect and support
- accountability and responsibility
- working in partnership



We will:

- listen to what our members need and give them a good service.
- be professional and caring.
- look at new ways to work in the future.
- look after the organisation's money.
- use ways to decide if our work is going well



Our People



Disability Equality Scotland have a highly qualified and motivated workforce that deliver our work.

We are a Level 2: Disability Confident Employer.

This means we get the right people to work for us and stay with us.

Who checks we are working well?



We have a Board of Trustees that has nine Directors.

They have a lot of experience.

We are trying to get young people as new Directors.

Board members are voted in at our Annual General Meeting.

The Board looks at what work we are doing and makes decisions about work for the future.



We have three groups that tell the Board about their work.

We have a Convenor, Vice Convenor and Treasurer.

Our Convenor leads the board and gives support to our Chief Executive Officer.

Scottish Government Policies



Our work links to and supports many Scottish Government policies.

We agree with the Scottish Government that health and wellbeing should be used to decide if something is working well.

Our work supports the aims of the plan 'A Fairer Scotland for Disabled People.'

A Fairer Scotland for Disabled People



This plan will change the lives of disabled people in Scotland and make sure their human rights are respected.

It has five things it wants to see happen.



1. Person-centred support services that help people live independently and have choices, opportunities and can be part of the community.



2. People have enough money to live on and are treated fairly at work.



3. Protected rights and fair treatment from the police and courts.



4. Places that are accessible to everyone.



5. Disabled people can participate in all parts of daily and public life.



There is a delivery plan with 93 actions – work that will happen.

It is supported by other plans to:

- help more disabled people have jobs.
- increase how many disabled people have jobs in public services.
- have more houses that are wheelchair accessible.



There was a report in 2019 about how well A Fairer Scotland was working.

We will include new actions from the report in our plan for future work.

Accessible Travel Framework



Transport Scotland have a 10 year plan to make public transport and accessible travel better for disabled people.

We will work with Transport Scotland to do the work in the plan.



We will ask disabled people about their experiences of travelling on public transport and if has got better because of the plan.

We will use the views of our members to work on what needs to change.



We will work on the Disability Hate Crime Charter.

We will tell more people about the Thistle Assistance Card and make it better.



We share things online that are working well on the Accessible Travel Hub.

All this work means we keep working together with the Scottish Government, Transport Scotland, Access Panels and disabled people.

Scottish National Action Plan for Human Rights (SNAP)



The SNAP Action Plan says why everyone needs to be safe and have access to justice from the police and courts.

Disability Equality Scotland are working with Police Scotland and the Keep Safe project to look at disability hate crime.

Equality Act 2010



The Equality Act says it is against the law to discriminate against disabled people.

We will work with our partners and other organisations to make people follow the Equality Act.

The National Transport Strategy (NTS) 2



The National Transport Strategy will be finished in the summer of 2020.

It is good the plan thinks it is important to work for equality and to make health and wellbeing better.



This links with what our members tell us about the difficulties they face when travelling, especially transport to health and social care buildings and appointments.

What work will be important in 2020-2023?

1: Equality, Participation and Inclusion

What will we do?



1. Have ways for disabled people to say what they think in events, workshops, questionnaires and weekly polls.



2. Make and give training to tell people about equality, access and inclusion so they understand it better.

We want our training to be Scottish Qualifications Authority standard.

Access Panels will have had training so they can do access audits.

An audit is when an Access Panel look at a building and give advice about making it accessible.



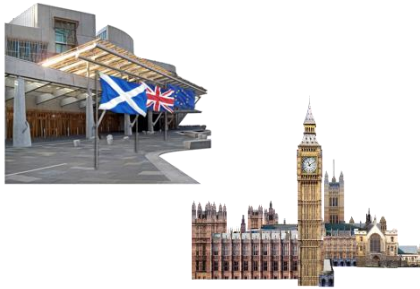
3. Share what is going well and the experiences of disabled people through our projects and the ways we get in touch with people like emails and social media.

4. Represent all disabilities

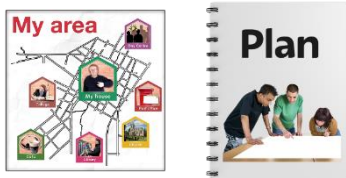
We will know we have done this well because:



1. Experiences of disabled people will be shared and help to change policies and plans.
2. More organisations will have good access and inclusion.
3. There will be more members of Disability Equality Scotland.



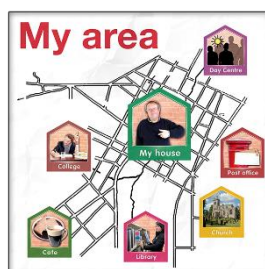
4. National and local government will know more about access and inclusion.



5. National and local plans and policies will change to meet the needs of disabled people.

2. Access Panel Network

What will we do?



1. The Access Panel Network are supported to work locally, can tell people about their work, get new members, and have enough money.



2. The Access Panel Network are trained in accessibility legislation, equality and disability awareness.



3. Start Youth Access Panels so disabled young people have a say in their local community.

We will know we have done this well because:



1. Audits and surveys tell us young people know more about accessibility and the law.

2. More young people join Access Panels.



3. Schools have better access and know more about access and equality.

4. Audits and survey tell us Access Panels know more and have skills in accessibility and the law.



5. Access Panel members feel confident to give advice to their communities about accessibility and suggest ways to make it better.

6. More people know about Access and their work.



7. More ways for disabled people and Access Panels to work with local organisations and business on how to make accessibility better.

3: Membership. What will we do?



1. Get more people and organisations to be members.
We want to have 10% more members every year.
2. Have an event for our members every year to recognise how important they are.
3. Show how being a member of Disability Equality Scotland gives people power.
4. Get benefits for members (like money off disability aids and accessible accommodation).
5. Tell people about the experiences of our members.
6. Show how our members are important in changing policies and law.
7. Use webinars



8. Have inclusive and accessible communications.
9. Use Salesforce database.
This will help us keep information about our members and the people and organisations we work with.

We will know we have done this well because:



1. We will have a membership that represents all disabilities.
2. Members will feel valued, receive member's benefits and take part more.
3. We will communicate to a wide range of disabled people.
4. We will be the 'go to' organisation for disabled people to share experiences, helping change policies and law.



4: Accessible Transport

What will we do?



1. Have a Hate Crime Charter to tackle disability hate crime on public transport.
2. Find money to do a project on transport to health.



3. Keep working with transport providers on the Accessible Travel Hub.
4. Help to make the Thistle Assistance Card better.
5. Look for better value for money with the Motability scheme, so it works better for its customers.
6. Keep working with transport providers to make accessibility better.
7. Help with the 4 main parts of the National Transport Strategy, which link with our main areas of work.

We will know we have done this because:



1. More people will know what hate crime is and how to report it.
2. We will know more about how disabled people travel and use transport across Scotland.
3. We will tell more people about the work that is needed to make transport accessible, and what is working well.
4. We will help people working for a better and more flexible 'motability style' car lease scheme for disabled people.

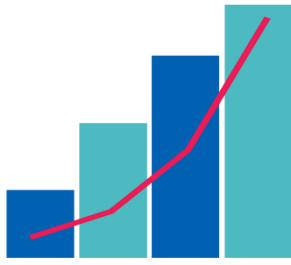


5. We will find ways for disabled people and transport providers to work together to look at what stops independent travel.
6. We will work to make transport more affordable to disabled people.
7. More people will know why transport links to health and social care services should be better.

We will ...



- Listen to our members and the organisations we work with. We will do the work they need us to do.
- Make sure more people know about equality, access and inclusion.
- Have more ways to work with disabled people.
- Give training, information, and advice to people and organisations who want to work with disabled people.
- Have training on equality, access and inclusion that is Scottish Qualifications Authority standard.
- Involve young people in our work.



- Get more people and organisations to be members and listen to what they think.
- Give facts and figures about what is important to disabled people.
- Give news and information to disabled people.
- Develop the information and resources in the online Hubs.
- Support, sustain and grow the Access Panel Network in Scotland.

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