

Disability Equality Scotland

Response to “If Not Now, When”

July 2021



Disability
Equality
Scotland

Working towards Equality, Inclusion and
Participation for Disabled People in Scotland

Introduction

In April 2020 we published our three-year Strategic Plan for 2020-2023. As a membership-led organisation, the strategy is fully formed by the views and experiences of disabled people across Scotland.

At the heart of the strategy is a mission to give all disabled people in Scotland a voice with trust, care and empathy. We will use what we hear to advocate for and enable change to improve lives.

We have published this report as a response and an assessment of how well we are meeting our own Strategic Priorities against Scottish Government’s call to actions from “If Not Now, When?” the Social Renewal Advisory Board Report¹ (SRAB) published January 2021. This report also indicates potential areas of work that Disability Equality Scotland can take forward to meet actions aligned with our Strategic Plan.

As we reviewed our Strategic Plan we were also mindful of the impact of the public health pandemic (Covid-19) and in particular the disproportionate impact the pandemic has had on disabled people and their families. As such part of our approach and thinking was also to consider early findings on the impact of the pandemic and how this may lead to a refocus of our aims and objectives to respond to the mid to long term recovery needs of our members.

Strategic Plan 2020-2023

We launched a three-year Strategic Plan for 2020-2023² in April 2020. As a membership-led organisation, the strategy is fully formed by the views and experiences of disabled people across Scotland.

At the heart of the strategy is a mission to give all disabled people in Scotland a voice with trust, care and empathy. We will use what we hear to advocate for and enable change to improve lives.

¹ <https://www.gov.scot/publications/not-now-social-renewal-advisory-board-report-january-2021/>

² <https://disabilityequality.scot/wp-content/uploads/2019/10/DES-Strategic-Plan-2020-2023-PDF.pdf>

We will achieve this through our four key priority areas:

Equality, Participation and Inclusion: Provide opportunities for disabled people to participate and meaningfully engage in national and local discussions, embedding Inclusive Communication in all methods of communications.

Access Panel Network: The Access Panel Network are recognised and trained in accessibility legislation, equality and disability awareness allowing them to address inequalities and inaccessibility in local communities across Scotland.

Membership: Provide a valued membership that disabled people are proud to be part of. We become the 'go to' organisation for disabled people to share experiences, helping change policies and law.

Accessible Transport: Opportunities for increased engagement between disabled people and transport providers, including Transport Scotland's Accessibility Team, the Mobility and Access Committee for Scotland and Community Transport.

“If Not Now, When?”

The Social Renewal Advisory Board was set up by Scottish Ministers to make proposals that can renew Scotland once we start to emerge from the COVID-19 pandemic. The board published their report titled “If Not Now, When?” in January 2021.

The report contained 20 Calls to Action (**Appendix 1**) to support the transformation of civil society in a post-Covid Scotland.

On 23 March, the Scottish Government published its initial response to the report. The response from Scottish Government welcomes the ambitious and innovative calls to action set out in the Advisory Board's report and outlines some of the initial work that is already being taken forward to address a number of the Board's recommendations.

The response looked briefly at the response to the Covid-19 pandemic and the work of the Advisory Board over the previous year.

The response also recognised that there was insufficient time remaining in the parliamentary term for the current government (elections held in May 2021) to consider the recommended actions and that it was important that the ambition and momentum of the Advisory Board's work carries on into the next parliament. Immediate commitments in the government's response included:

- initiating a full review of the Scottish Welfare Fund
- increasing work to automate benefit entitlements.
- investigating the possibility of a Minimum Income Guarantee
- investment of £25 million including £13.5 million for third sector recovery and transition to support the organisations who have supported our communities throughout the pandemic.
- £6.7 million to tackle fuel insecurity.

This report summarises agreement from Disability Equality Scotland's Board of Directors on the proposed actions Disability Equality Scotland will take to meet related actions from the Social Renewal Advisory Report and Scottish Government's Response to this report. These are set out to align with our published Strategic Plan 2020-2023 and published Manifesto dated April 2021.

Action 4: Focus fair work

Action 4 from the SRAB report relates to a focus on fair work for those affected by the pandemic.

Scottish Government's Response

Employers should do more to value older workers, disabled workers, young workers and carers and prevent these groups becoming 'easy targets' for redundancy as the economic impacts of the pandemic and Brexit emerge.

Our Response and Progress:

All four priority areas in our strategic plan and "our asks" in our Manifesto published May 2021 (**Appendix 2**) align with this action.

1. By providing resources, support and training to our Access Panel Network allows Access Panels to support employers locally. Access Panels provide advice and recommendations on the physical accessibility of buildings and offices. These services are vital in local

communities and allow disabled people further opportunities to seek, retain or get back into employment (assisting with delivering the targets set by the Scottish Government's to reducing the Disability Employment Gap). Disability Equality Scotland has continued to engage digitally during these uncertain times with Access Panels, growing their members and developing online support. The digital aspect over the past year has been beneficial for engaging Access Panels.

Access Panels have responded well to new ways of working and they have embraced digital technology. Going forward, it is important that this new way of working is not taken to mean that transport or the built environment no longer needs to be accessible, and the Access Panel Network will be working to ensure that the recovery phase accelerates the changes necessary for an accessible built environment. This approach also aligns with the Scottish Government's Programme for Government Active Travel ambitions, supporting the Sustainable Transport Hierarchy, Climate Change Plan Update to meet Scotland's statutory greenhouse gas emission reduction targets by 2032 and the 20-minute neighbourhood aspirations (being able to access your local area, streets and pavements for walking and wheeling being a key part of active travel and inclusive communities to reduce social isolation and loneliness).

2. The Disability Employment Gap is already large, and our members have expressed concern that Covid-19 has had an impact on their ability to gain and maintain meaningful employment citing hostile attitudes towards face covering exemptions and physical accessibility as the main barriers. This is something we would hope to address through our Hate Crime Charter with public services. We launched a Hate Crime Charter for public transport in March 2021. Ten partners have signed up to pledge their support to the Charter and will be offered training in disability awareness and hate crime. This number is growing.

This work supports the Accessible Travel Framework vision that "all disabled people can travel with the same freedom, choice, dignity and opportunity as other citizens." The benefit of heightened awareness and training to recognise Disability Hate Crime has an added impact on more disabled people feeling safe to travel, especially places of

employment, without fear of abuse and challenge. The work on launching a Hate Crime Charter for public transport has been a leading example in driving down incidents which can affect those affected by hate crime. Findings from the Scottish Household Survey 'Disability and Transport'³ published July 2021 state that disabled people were felt less safe and secure to travel (bus or train) at night' (58% of disabled people agreed they felt safe and secure on the bus at night compared to 73% of non-disabled people). The impact of reducing disability hate crime incidents could see a potential increase in disabled people returning to employment. Going forward in the next three years, we will be piloting hate crime charters across private, public and third sector organisations.

3. We are working towards establishing Youth Access Panels, supporting local Access Panels with membership, provide a legacy for the Year of Young People, and ensuring that disabled young people have a say in their local community. Disabled young people are also provided with essential skills and knowledge of undertaking access assessments, which can be used for seeking employability. As well as establishing a Young Person's membership we have also committed to at least 20% of our Board of Directors being recruited from 18–24-year-old age group.
4. The Investing in Access quality standard we are developing will also address the Disability Employment Gap by supporting employers to identify areas in which they need to improve their accessibility. This would then allow disabled people more freedom of choice to work where they want to work and to feel supported.
5. Another area we have been developing is Disability Equality and Access Learning (DEAL) training course, aiming for SQA accreditation. The training course supports disabled people and their employers to understand and implement their human rights.

³ <https://www.transport.gov.scot/media/50099/disability-and-transport-findings-from-the-scottish-household-survey-july-2021.pdf>

Action 7: Accessible Homes

Action 7 of the SRAB report makes a recommendation to make sure there are enough homes that are safe, warm, accessible, affordable and in places people want to live.

Scottish Government's Response

Housing to 2040 will help to deliver more town centre living by investing in a rolling programme of demonstrator locations, providing expertise, resources and matched funding to help illustrate what future Town Centre Living and 20-minute neighbourhood models can look like. Our new Place Based Investment Programme, which will be backed with £325 million capital investment over five years, will contribute to our ambitions for community-led regeneration, community wealth building, town centre revitalisation and 20-minute neighbourhoods.

It is our aim that everyone can access a home that meets their needs. We will build in accessibility and adaptability to new homes and future proof them by introducing new building standards in 2025/26 to underpin a Scottish Accessible Homes Standard, which all new homes must achieve. And we will streamline and accelerate the adaptations system to reduce the time it takes to apply for and receive support.

Our Response and Progress:

1. We are currently working in partnership with The ALLIANCE and Mobility and Access Committee for Scotland (MACS), to deliver a series of partnership events over a 6-month period to explore the concept of 20-minute neighbourhoods. The events will culminate in a final creative participative event to share and make key recommendations for the Scottish Government, local authorities, national and regional Health Boards, Integration authorities, third sector and the private sector about the key considerations required to successfully implement 20-minute neighbourhoods. A further consequence of accessible neighbourhoods and availability of accessible housing is transport availability, accessibility and affordability, which should be considered in local development plans, as most of them are out with places of employment making the availability accessible and affordable of transport crucial.

2. We are currently engaging with the Access Panel Network on the development of an Equality Impact Assessment (EqIA) DEAL training module. This further training module will support Access Panels to provide skilled advice and recommendations on inclusive design with Local Authorities on accessible housing. There are currently only three Local Authorities across Scotland with an accessible housing policy. DES aim to take this work forward with Access Panels and COSLA and other disability organisations to develop Scottish Government policy to enforce accessible housing policies across all Local Authorities.
3. We will support Access Panels to engage with Local Authorities, COSLA, Equality and Human Right Commission (EHRC) and others to ensure they consider accessible housing policies. We will also support Access Panels to take an approach of 'how can we help you develop an accessible housing policy' to Local Authorities.

Action 9: Digital Exclusion

Action 9 from the SRAB report sets a target to end digital exclusion in the next parliamentary term.

Scottish Government's Response

Sub-action: Deepen the Connecting Scotland partnership between the Scottish Government, local authorities, the Scottish Council for Voluntary Organisations (SCVO), and the third sector to ensure capacity and delivery that meets the needs of all citizens.

Sub-action: The Scottish Government should fund organisations independent of the criminal justice system that have the confidence of the communities they serve and that support the victims of hate crime and public sexual harassment.

Our Response and Progress:

1. The Covid-19 pandemic has demonstrated the importance of a strong online presence and we are pleased that our websites themed on accessible transport, inclusive communication, and disability hate crime have all continued to experience increased levels of traffic and engagement. We have also seen an increase in attendance with our online webinar events, and we hope to continue with these for the years

to come, through a hybrid approach offering face-to-face meetings and events as well as an online option. This allows us to engage with groups that we didn't reach before and benefit from their direct lived experience (experts by experience). These more diverse voices help inform our thinking and give Disability Equality Scotland a better understanding of people's needs.

2. We have also benefitted from increased digital engagement with our members through our weekly polls, where we get the opportunity to get feedback on issues important to our members and raise these issues with relevant Ministers, organisations and departments.
3. We do have to consider carefully and engage with our Members and Access Panels on future events, allowing people the choice to attend events online or in person. There will be key messages from us to encourage engagement online with the possibility of taking a hybrid approach. Our social media profile has increased this last year and this will be an area of further development for the organisation, especially considering alternative communication channels and mediums to ensure we are accessible and inclusive as possible.

Action 11: Incorporate Human Rights into Scots Law

Action 11 from the SRAB report recommends the incorporation of key international human rights instruments into Scots Law so as to deliver real change.

Scottish Government's Response

Sub-action: Take action to recast and realise the full potential of the Public Sector Equality Duty.

Our Response and Progress:

1. One area that Access Panels have consistently told us is making it difficult for them to support local accessibility is planning procedures, specifically the fact that Access Panels are not statutory consultees. This means that local planning and building control departments have no obligation to consult with their local Access Panel when considering

new developments or changes to existing buildings. Community Councils already have statutory consultee status, and they cover a far smaller area than Access Panels do. It is only natural that Access Panels seek the same level of input on accessibility matters across their local authority area.

This lack of engagement over the years has left Access Panels, which are led by disabled people and others with an interest in disability issues, feeling powerless to influence local decisions which will have a significant impact on them and their peers.

We are continuing to support Access Panels in gaining this status, which aligns with the Democracy Matters agenda and the section of this report looking at Communities and Collective Endeavour. This engagement with Access Panels will also assist local authorities in discharging their Public Sector Equality Duties and in particular to conduct meaningful Equality Impact Assessments involving groups with protected characteristics.

Action 12: Human Rights of Disabled People

Action 12 from the SRAB report recommends taking action to realise the human rights of disabled people.

Scottish Government's Response

We recognise that the pandemic has had a disproportionate impact on particular groups and communities, including older people, disabled people and some minority ethnic groups in terms of the direct health consequences of the pandemic and women and younger people in terms of the wider social and economic impacts. To improve our understanding of COVID-19 and its impacts the Scottish Government is working alongside other agencies.

In doing so data collection, research, analyses and publications are being continually expanded and developed.

Our Response and Progress:

1. Our Weekly Polls continue to be a vital method for gathering the views of our members on a variety of topics. Our weekly summary reports

contributed to Equality Impact Assessments and influenced Scottish Government policy and guidance in response to the COVID-19 pandemic. The polls received praise from our members and various stakeholders, including policy officials and partner organisations.

2. Our membership has grown by over 70% over the last year. Members are at the heart of all our work and projects. Our members have a direct say in what we do and how we do it, inputting ideas and evidence to direct our work and share their lived experiences to allow us to identify what changes are required in our pursuit for full access and inclusion for disabled people.
3. We are currently researching further ways to engage with our members, ensuring lived experience is captured across many policy areas such as healthcare, transport to health, inclusive communication or hate crime. This includes expanding our young members and engaging more with young people to ensure they have a voice.

Action 13: Inclusive Communication

Action 13 from SRAB report recommends building inclusive communication into all national and local government funding requirements.

Scottish Government's Response

There was no mention of inclusive communication in the Scottish Government's response to the SRAB report.

Our Response and Progress:

1. We host the Inclusive Communication Hub in partnership with Sense Scotland. Over the past year, the Hub has experienced steady growth through ongoing content development and sustained promotion with key partner organisations.

We have utilised the Hub as a platform to stress the importance of ensuring key public health messages about the COVID-19 pandemic are shared in a variety of accessible formats. To achieve this, we highlighted relevant resources featured on the Hub, which provide an overview of the basic principles of inclusive communication and accessible information. We also created a dedicated resources page

which signposts to information and guidance about the response to the pandemic that is being produced in accessible formats, such as audio, British Sign Language (BSL) and Easy Read.

2. A further area we will be exploring will be to recruit Inclusive Communication Champions to help promote the value and understanding of Inclusive Communication.
3. We have just recently received new funding from Garfield Weston Foundation to expand our Easy Read work. This fund will allow us to develop an Easy Read Training course, educating more organisations in being more accessible in their communications.
4. We want to lead by example, and have recently offered basic BSL training with employees, and currently expanding this opportunity to Directors.

Action 14: Hate crime and public sexual harassment

Action 14 from the SRAB report recommends strengthening approaches to prevent and address hate crime and public sexual harassment.

Scottish Government's Response

Call to Action: Strengthen approaches to prevent and address hate crime and public sexual harassment:

The Scottish Government is aware of the impact that hate crime and prejudice has on individuals and communities and we must all play our part and challenge it. We will engage with a wide range of stakeholders as we refresh our hate crime strategy later this year.

Our Response and Progress:

1. In 2020, we built on the successful pilot of the Hate Crime Charter and worked with our partners at Transport Scotland, Police Scotland, British Transport Police, Sustran and People First Scotland to launch the National Hate Crime Charter on 24 March 2021.

We produced a promotional toolkit to help spread the message of the Hate Crime Charter. Twitter and Facebook messaging from transport partners including ScotRail, Stagecoach, FirstBus, CalMac and NorthLink Ferries used the images we produced to promote the Charter.

We designed and developed an animated video to help promote the Charter and this was shared widely on social media.

The Hate Crime Charter pilot reached over 1,255,671 passengers in an eight-week period.

To date, awareness has been raised amongst transport staff who feel better equipped to recognise and report hate crime. There is also an acknowledgement from staff that they would benefit from further training. At the pre-pilot stage, 49% wanted further training; by the end of the pilot this figure was 79%.

We will continue to monitor and evaluate how the hate crime charter and understand the impact this has made to the confidence of disabled people affected by disability hate crime.

2. Within the next three years we will be looking to replicate the Hate Crime Charter, training and awareness across more organisations in the third, private and public sectors.
3. We are responding to the Transport Scotland's report from the Scottish Household Survey on Disability and Transport with regard to disabled people feeling unsafe to travel at night. We are raising these findings at various working groups we attend, such as Hate Crime Working Group and ScotRail's Stakeholder Equality Group, as well as raising awareness through our own communication channels and infographics.

Action 16: Community Control

Action 16 from the SRAB report recommends there should be a further shift the balance of power so individuals and communities have more control over decisions that affect their lives.

Scottish Government's Response

Sub-action: Volunteering should be made easier, for those who are in paid work and those who are not, and for carers and other people not in the formal labour market.

Our Response and Progress:

1. An Access Panel is a group of volunteers, the majority of whom are disabled people, or care for a disabled person. They meet on a regular basis, usually monthly, to discuss issues in their local community which affect disabled people. They work towards removing barriers to independent living in their communities to ensure disabled people have access to the same choice, dignity and control as others in our society.

We provide ongoing support to Access Panels, including volunteer management and recruiting volunteer members.

2. As a national Disabled People's Organisation (DPO), we are leading in being led by volunteers, with over 50% of our Board of Directors having a disability.

We continue to share the knowledge and skills of our Directors through our published magazine 'Open Door'.

Action 18: New Ways of Working

Action 18 from the SRAB report recommends building new ways of working, based on what has worked well during the pandemic, and develop new arrangements for local governance.

Scottish Government's Response

Call to Action: Build on new ways of working, based on what has worked well during the pandemic and develop new arrangements for local governance.

Sub-action: The ongoing Local Governance Review must lock-in and build-upon the best of the pandemic response.

Sub-action: The public sector must make a long-term commitment to embed place-based approaches at the heart of organisational thinking, advancing equality.

Our Response and Progress:

1. We are currently working with the Access Panel Network to establish The National Access Advisory Group (NAAG). This group will examine how the call to action for disabled people relating to healthcare in the Social Renewal Advisory Board report can be implemented. This will be done by taking evidence from disabled people and stakeholders on the current state of healthcare and providing recommendations in a final written report. The principal responsibilities of the National Access Advisory Group for Healthcare will be to:
 - Develop and execute engagement plans to gain support from key stakeholder groups including Scottish Government, NHS Scotland, Disabled Peoples' Organisations, disabled people, and Access Panels.
 - To look at healthcare for disabled people in the broadest possible sense considering not just the physical buildings where services are delivered but journey planning, policies and procedures of the NHS, attitudes, accessibility, and any other aspect which is highlighted in evidence as a concern for disabled people.
 - Hold evidence sessions with the key stakeholder groups to determine the current state of healthcare for disabled people in Scotland.
 - Develop a final written report with proposals and recommendations on how healthcare for disabled people can be improved in a post-Covid NHS.
 - Leverage stakeholders, government, and networks to achieve the final recommendations. We worked with MACS to run weekly polls with our members on the topic of patient transport and access to transport for healthcare and medical appointments. Overwhelmingly, our members had experienced problems with the patient transport service and with transport to medical appointments in general.

2. We continuously gather and represent the views of disabled people at meetings and events, ensuring the voice of lived experience is included, partnering and supporting many organisations.
3. Consistency in the approach to, and design of, street features in town centres and busy street areas supports access for all street users, increases the confidence of disabled street users and minimises feelings of discomfort and/or feeling unsafe.
4. Undertaking an EqlA where changes to physical design features are proposed will support the identification of changes to the existing level of amenity for disabled street users. It will allow action to be taken to best support access for disabled street users.
5. Consistent monitoring and evaluation will inform better design and support access for disabled street users by incorporating lessons learned and good practice.

Action 19: More Resilient Communities

Action 19 from the SRAB report recommends everyone and all activities on building more resilient, fairer, healthier and stronger communities and places.

Our Response and Progress:

1. We will continue to use what we hear to advocate for and enable change to improve people's lives.
2. Our monthly newsletter has been an important channel for distributing key public health information to our members about the response to COVID-19 and much more.
Our members have found the newsletter to be a useful resource, which summarises the key guidance and highlights the relevant support that is in place to support disabled people.
3. Disabled people are at the heart of all that we do. We will endeavour at all times to enhance their independence and promote the rights of disabled people as equal members of society. We will also promote the need to reduce inequalities and reduce exclusion to ensure disabled

people have equal opportunities and the same choices as all other citizens

Conclusion

This last year has allowed us to really strengthen our purpose and align our working practices with our strategic vision and mission. We have worked to reach more disabled people than ever before to create a greater impact and we will keep driving change until society works for everyone. While much has been achieved, there is still more to do: we must challenge injustice, challenge exclusion, change attitudes and ensure disabled people have a stronger voice and the power to make changes at home and in our society.

We want to support disabled people to realise their ambitions. We will be bold in challenging the Scottish Government and businesses to move faster towards achieving equality and inclusion for disabled people and we will challenge attitudes so that disabled people can fulfil their aspirations and reach their full potential.

We endeavour to improve the lives of disabled people by leading on several projects across accessible transport, hate crime awareness and inclusive communication. We will work with all partners to defend people's human rights.

At a local level, Scotland's network of Access Panels continues to be a vital resource in improving access to the built environment and wider social inclusion for communities across the country. We are aware how much communities appreciate and benefit from the work (and results) of their local Access Panels. This aligns with our role as a Human Rights Defender.

We have taken significant steps to help grow Disability Equality Scotland and identified priority areas to focus on going forward.

APPENDIX 1

MONEY AND WORK

1. Commit to a Minimum Income Guarantee for all as a long-term aim.
2. Develop an approach to anti-poverty work, including personal debt, that is designed around the needs of the individual.
3. Work in partnership to develop a new social contract on Fair Work.
4. Focus Fair Work actions on those most affected by the pandemic.
5. Extend free early learning, childcare and social care so all parents and carers can access the childcare they need, when they need it.

PEOPLE, RIGHTS AND ADVANCING EQUALITY

6. Incorporate the right to an adequate and accessible home in Scots Law.
7. Make sure there are enough homes that are safe, warm, accessible, affordable, and in places people want to live.
8. Ensure everyone can access nutritious, culturally appropriate and affordable food.
9. Set a target to end digital exclusion in the next parliamentary term.
10. Adopt the principles of Universal Basic Services.
11. Incorporate key international human rights instruments into Scots Law so as to deliver real change.
12. Take action to realise the human rights of disabled people.
13. Build inclusive communication into all national and local government funding requirements.
14. Strengthen approaches to prevent and address hate crime and public sexual harassment.
15. Apply the rights and entitlements in this report to all migrants.

COMMUNITIES AND COLLECTIVE ENDEAVOUR

16. Further shift the balance of power so individuals and communities have more control over decisions that affect their lives.
17. Improve service delivery and design by empowering frontline teams and the people and communities they serve.
18. Build on new ways of working, based on what has worked well during the pandemic, and develop new arrangements for local governance.
19. Focus everyone and all activities on building more resilient, fairer, healthier and stronger communities and places.

CLOSING THE GAP BETWEEN PROMISE AND PRACTICE

20. Co-design how we assess progress towards renewal, incorporating deeper engagement with those people and communities who have first-hand experience of poverty, inequality and restricted life chances.

APPENDIX 2

Manifesto for Change: 10 Priorities for Disabled People in Scotland

Disability Equality Scotland is pleased to share our Manifesto for Change, which outlines the priorities that we are asking political parties to commit to ahead of next year's Scottish Parliament elections. Disabled people face inequality and discrimination across all facets of society. The COVID-19 pandemic has resulted in disabled people becoming even more marginalised.

Developed in co-production with our members, we are asking that all political parties commit to the following:

- 1. Social Model of Disability:** The Social Model of Disability proposes that what makes someone disabled is not their medical condition, but the attitudes and structures of society. Disability Equality Scotland wants to ensure that barriers which restrict choice, opportunity and movement are removed for disabled people.
- 2. Protect Human Rights:** Disability Equality Scotland want to ensure that the rights of disabled people are fully protected and that they receive fair and equal treatment at all times.
- 3. Inclusive Communication:** Disabled people should have access to information that is inclusive and widely available in formats that meet their needs. Disability Equality Scotland will continue to work with Scottish Government to promote the Inclusive Communication Hub to support anyone with an interest in improving their inclusive communication tools and processes.
- 4. Opportunities for Employment:** Disability Equality Scotland wants to see the disability employment gap reduced by at least 50%, where disabled people are recruited or supported to remain in meaningful employment, at a fair wage, through the provision of reasonable adjustments.
- 5. Support for Access Panels:** Disability Equality Scotland wants the Access Panel Network to be recognised as valuable contributors to consultations on planning applications lodged in local authority areas across Scotland. The Access Panel Network should also be acknowledged as a source of knowledge on building regulations and the implementation of reasonable adjustments

- 6. Equitable Social Care:** Disability Equality Scotland wants to ensure that health and social care support services are designed to meet – and do meet – the individual needs and outcomes of disabled people. This includes having disabled people involved in the planning and development of services.
- 7. Accessible Transport:** Disabled people should have an accessible and affordable transport system, designed and developed in partnership with disabled people. Disability Equality Scotland will continue to work with Transport Scotland to improve accessible transport in Scotland.
- 8. Access to Justice:** Disability Equality Scotland wants to see an increase in awareness of disability hate crime, including how it can be recognised and reported. Disability Equality Scotland will continue to work with our partners to raise awareness via our Disability Safety Hub (www.disabilitysafety.scot).
- 9. Active Participation:** Disabled people should be able to participate as equal and active citizens in all aspects of daily and public life in Scotland. Disability Equality Scotland wants increased opportunities for disabled people to meaningfully participate and engage in local and national discussions, strengthening the Democracy Matters agenda.
- 10. Supporting Young People:** Disabled people should be able to participate as equal and active citizens in all aspects of daily and public life in Scotland. Disability Equality Scotland wants increased opportunities for disabled people to meaningfully participate and engage in local and national discussions, strengthening the Democracy Matters agenda.