

DISABILITY EQUALITY ACTION PLAN

Scottish Public Pensions Agency (SPPA)

Agency Responsibilities

The Scottish Public Pensions Agency is an Agency of the Scottish Government. Its principal role is to administer the pensions, premature retirement and injury benefits scheme for employees of the National Health Service in Scotland (NHSSS) and for members of the Scottish Teachers' Superannuation Scheme (STSS).

The Agency also has responsibility for developing the regulations covering the NHSSS, STSS, Local Government, Police and Fire pension schemes in Scotland; and for determining appeals made by members of these schemes. It also provides a pension calculation service for the Legal Aid Board for Scotland. The Agency also provides miscellaneous pension services to other public bodies on a cost recovery basis.

- SPPA is committed to treating all staff and stakeholders fairly;
- SPPA is committed to ensuring that no potential or actual member of staff is disadvantaged by their disabilities in their employment the Agency;
- SPPA is committed to ensuring that no stakeholder is disadvantaged by their disabilities in their dealings with the Agency.

What is known about the experiences of, and issues for, disabled people within the Agency's Responsibilities

Currently we have no available information about the experiences and issues relating to disabled pensioners.

Information about the experiences and issues relating to disabled staff are gathered in the annual staff survey. Future staff and stakeholder surveys require to be tailored to meet the particular information needs of the Agency.

Disability Equality Action Plan

Key actions which are designed to address disability issues identified from evidence and involvement.				
Policy	Action	By whom	By when	Expected Outcome
SPPA is committed to ensuring that a stakeholder's disability should not give rise to	We will ensure that the annual stakeholder survey includes questions about the accessibility of information and advice to stakeholders who have sensory impairment. We will consider the feasibility of communicating in Braille/audio as part of the communications strategy.	Operations /Corporate Services	Next stakeholder survey	Communications Strategy will address the need of disabled stakeholders.
SPPA is committed to ensuring that no potential or actual member of staff is disadvantaged by their disabilities in their employment by the Agency	We will review the content of the staff survey to elicit responses about any avoidable disadvantage suffered by staff members at work as a result of their disability.	Corporate Services	Next staff survey	Corrective action that leads to follow-up surveys of staff resulting in nil reports of disadvantage.
	We will ensure that management training includes reference to the obligations placed on the SPPA by the Disability Discrimination Act.		New financial year	

Key actions within the Agency areas of responsibility where disability equality is being mainstreamed.

Policy	Action	By whom	By when	Expected Outcome
<p>SPPA is committed to ensuring that no potential or actual member of staff is disadvantaged by their disabilities in their employment by the Agency</p>	<ul style="list-style-type: none"> SPPA will seek to involve disabled colleagues in existing networks and working groups. SPPA will strive to ensure through training that all staff are aware that harassment or discrimination of any kind is unlawful. 	<p>All directorates and groups</p> <p>HR/training</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Full involvement of disabled colleagues in Agency activities</p> <p>Staff have full understanding of diversity/ discrimination issues.</p>

Part 2

Meeting the General Duty to Promote Disability Equality in our Policy Making – A Cross-Government Commitment

The public sector duty to promote equality of opportunity for disabled people is in 2 parts. There is a general duty set out in primary legislation which applies to all public authorities. Additionally, there are specific duties set out in Regulations which apply only to listed public authorities.

The general duty for disability states that public authorities must have due regard, when carrying out our functions, to the need to:

1	the need to eliminate discrimination that is unlawful under the Act;
2	the need to eliminate harassment of disabled persons that is related to their disability;
3	the need to promote equality of opportunity between disabled persons and other persons;
4	the need to take steps to take account of disabled persons' disabilities, even where that involves treating disabled people more favourably than other persons;
5	the need to promote positive attitudes towards disabled persons;
6	the need to encourage participation by disabled persons in public life

Across all Scottish Government Directorates the following action will be taken to ensure that the general duty is delivered:

Actions	Relevance to the general duty (parts 1-6)
<u>Equality Impact Assessment (EQIA)</u>	
We will build EQIA into business planning, ensuring that EQIA is carried out on all new policies.	1-6
We will consider whether existing or established policies should be prioritised for EQIA.	1-6
We will use the results of EQIA to influence policy development	1-6
<u>Staff Training</u>	
We will ensure that staff have appropriate disability equality training.	1-6

<p><u>Use of Images</u></p> <p>We will ensure that where appropriate at least 1 in 5 of the images used in our publications reflects disability.</p>	<p>5</p>
<p><u>Increased Participation</u></p> <p>We will ensure that the events which we organise are accessible for disabled people.</p>	<p>6</p>
<p><u>Gathering information</u></p> <p>We will ensure that we take opportunities to improve our understanding of the nature and extent of issues facing disabled people by gathering relevant data and information. This will include our consultations, data collection and our monitoring and evaluation systems. We will use the information we gather to inform the development and delivery of our policies.</p>	<p>1-3</p>