

**CONSERVATIVE GROUP AMENDMENT
ITEM 9(3) NOTICE OF MOTION FROM THE COMMUNITY INDEPENDENT
GROUP**

~~“City council motion to ensure equality for hidden disabilities and undertake an audit of council equipment and buildings for disabled inclusion and compliance with Part M building regulations.~~

~~This council notes that there are areas of the it is important for the city council that are not to be disability compliant and that there is disability discrimination in many parts. For example the very basic of democracy requires a platform for public speaking. To was evident that the city councils democratic public speaking platform was not all inclusive and that public residents attending the council meeting who were disabled were unable to access the public speaking platform. The public speaking platform/Podium was unable to be reached by the wheel chair users, the speaker platform/podium did not have enough space around it for wheel chair move ability/ turning and access, the speaker podium was too high for the wheel chair users to look over when delivering their questions to council. The speaker platform was not adjustable in anyway to suit disabled wheel chair users. This one very important piece of democracy for public speaking was breaching the equality act/ upsetting disabled public speaking residents and putting barriers in place for democracy. It meant that disabled public speakers were not treated the same as able bodied public speakers. Cllr Chambers demanded that the public speaking podium was immediately updated to an all-inclusive one.~~

At the January 2024 council meeting, members of the public were advised in advance of the arrangements for wheelchair users to ask their questions, however, we should and can do more to ensure that all residents can ask questions in the same disability compliant way. Many council buildings already have ramps, lifts and disabled toilet facilities, however regular review of disability compliance should be welcomed.

This council resolves to:

1. Raise Awareness: Start by raising awareness about hidden disabilities among council members, Council staff, Council subcontractors and a communication campaign to the general public. This can be done through workshops, training sessions, and awareness campaigns.
2. Conduct an Audit: Undertake a comprehensive audit of all council equipment and buildings to assess their accessibility and compliance with Part M building regulations. This audit should include a review of physical access, signage, parking, and other facilities.
3. Consult with Disability Organisations: Engage with disability organisations and advocacy groups to gather insights and recommendations on how to improve accessibility and inclusion for people with hidden disabilities. These organisations can provide valuable expertise and guidance throughout the process.
4. Develop an Inclusion Plan and amend/update existing plans: Based on the audit findings and input from disability organisations, develop an inclusion plan that outlines specific actions and timelines for improving accessibility and inclusion. This plan should address both physical barriers and attitudinal barriers that may exist within the council.

5. Implement Accessibility Measures: Implement the recommendations from the inclusion plan, which may include installing ramps, accessible parking spaces, braille signage, sensory-friendly spaces, and other accommodations to ensure equal access for people with hidden disabilities.
6. Train Staff: Provide training to council staff on disability awareness, inclusive practices, and how to effectively communicate and support individuals with hidden disabilities. This will help create a more inclusive and supportive environment within the council.
7. Monitor and Evaluate: Regularly monitor and evaluate the progress of the inclusion plan to ensure that the implemented measures are effective and meeting the needs of people with hidden disabilities. Make adjustments as necessary based on feedback and ongoing assessments.
8. Educate Councillors **Awareness**: Provide training to councillors on disability awareness, inclusive practices, and how to effectively communicate and support individuals with hidden disabilities. This will help create a more inclusive and supportive environment within the council chamber and interaction with the public.

The city council will consult with legal and accessibility experts to ensure compliance with local regulations/ national equality legislation and best practices.”