


<p align="center">London Borough of Hammersmith & Fulham</p> <p align="center">CABINET</p> <p align="center">4 DECEMBER 2017</p>	
<p align="center">“NOTHING ABOUT DISABLED PEOPLE WITHOUT DISABLED PEOPLE”: REPORT OF THE DISABLED PEOPLE’S COMMISSION</p>	
<p align="center">Report of the Deputy Leader, Councillor Sue Fennimore, and the Cabinet Member for Health and Adult Social Care, Councillor Ben Coleman</p>	
<p>Open Report</p>	
<p>Classification: For decision Key Decision: No</p>	
<p>Consultation: The Disabled People’s Commission has consulted with Directors and other officers from across service departments and with other Disabled people resident in Hammersmith & Fulham throughout the process of developing and drafting this report. The report has also been discussed at the Health, Adult Social Care and Social Inclusion PAC</p>	
<p>Wards Affected: All</p>	
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1. EXECUTIVE SUMMARY

- 1.1. The Disabled People’s Commission was launched in September 2016. It brought together ten Disabled residents, with a wide range of experiences and expertise, and was chaired by Tara Flood. The work of the Commission has focussed on the development of a co-production strategy to deliver local support and services together with local Disabled people.
- 1.2. Over the course of the past year, the Commission has conducted a survey of local Disabled residents and hosted public engagement events to listen to the experiences of other Disabled people across the borough. It has also begun to pilot co-production exercises, such as the development of a Housing Strategy for Disabled People.

- 1.3. This final report of the Commission (attached as Appendix 1) sets out the key findings and recommendations arising from its work over the past year. On 13 November, the report was presented to the Health, Adult Social Care and Social Inclusion PAC, which endorsed it and referred it to Cabinet.
- 1.4. The key findings from the Commission's work in Hammersmith & Fulham are that:
 - Local Disabled residents face numerous barriers on a day-to-day basis which are not faced by non-Disabled people, and they often experience more than one form of discrimination
 - Disabled people are virtually invisible in positions in society where key decisions are made that have an impact on their lives
 - Local Disabled residents say there are low levels of shared decision-making across the borough
 - Disabled residents would like to change their current ability to make decisions
 - Council staff would like to work better with Disabled residents
 - In a survey, over half of Councillor respondents said there was "room for improvement" in the way the Council develops policy in a way everyone understands.

2. RECOMMENDATIONS

- 2.1. The DPC has engaged with council officers from across service areas to help inform and shape its recommendations and its meetings have been attended by the Deputy Leader and Cabinet Member for Health and Adult Social Care.
- 2.2. Cabinet is asked to consider and discuss the DPC's recommendations as below and agree these in advance of the development of an implementation plan.
- 2.3. The DPC's recommendations are as below.
 - (a) The Council implements a human rights approach to its policy and service development, using the UN Convention on the Rights of Persons with Disabilities as the framework for change.
 - (b) The Council adopts and implements a policy which commits it to working in co-production with Disabled residents.
 - (c) The Council develops and implements an accessible communication strategy that promotes the development of co-production across the borough.
 - (d) The Council, with a Co-production Hub, develops a co-production support strategy and resources the implementation of this to skill up and build the capacity of Disabled residents, local Disabled people's

organisations, staff and councillors to participate in the co-production of policy and service development.

- (e) The Council co-produces a quality assurance and social and economic value framework which defines the values, behaviours and characteristics of all service providers and organisations funded or commissioned by the Council.
- (f) The Council analyses existing financial expenditure and resources for all co-production, engagement and consultation activities with Disabled residents with a view to reconfiguring this to develop a co-production budget.
- (g) Recognising their unique role, values, and authentic voice, the Council works with Hammersmith & Fulham's Disabled people's organisations and their networks to identify and agree a long-term funding strategy which will ensure that local Disabled residents' rights are upheld, inclusion and equality advanced, and Disabled residents can lead on co-production.
- (h) The Council monitors and evaluates the implementation of the recommendations and associated co-production work to evidence the impact and share learning within and beyond Hammersmith and Fulham.
- (i) The Council gives early consideration to co-production of specific policy areas, notably independent living, Disabled people's housing, transition to adulthood and the town hall redevelopment

3. REASONS FOR DECISION

3.1. The Commission's recommendations are in line with the administration's commitment to social inclusion and its determination to do things together with residents. They support the following specific commitments in the administration's election manifesto:

- (a) Work with the third sector and users' groups to make sure that the council improves all aspects of how it works to tackle social exclusion, with a more focused and joined-up approach.
- (b) Open up council decision-making and policy-making and involve residents more in decisions that affect them.
- (c) Ensure staff are trained to listen and understand residents and are focussed on delivering customer satisfaction to all residents no matter what their circumstances or disability.
- (d) Consult with users and other stakeholders to put in place the most modern, appropriate supported housing for disabled people.

- (e) Ensure that services are designed to meet the additional needs of disabled children and their families.
- (f) Require adult and children's services to work together on transition planning for disabled children.

3.2. The recommendations are put forward by the Disabled People's Commission (DPC), not by council officers. However, officers have been involved in the Commission's discussions and support the proposals to develop a co-production strategy.

4. CONSULTATION

4.1. The DPC has been engaged in consultation with other Disabled people, Disabled people's organisations, councillors and council staff throughout the year as it has gathered evidence to inform this final report.

4.2. The DPC is the sixth resident-led commission to report to Cabinet on its findings and recommendations. Since 2015, the Council has received reports from commissions on Airport Expansion, Council Housing, Air Quality Commission, Business and Poverty and Worklessness. Two further commissions on Biodiversity and Rough Sleeping are at the final report stage of their work, and an Older People's Commission has just begun its work.

These commissions demonstrate the Council's commitment to working with residents to get things done. They are an example of how the Council is engaged with residents in the co-production of council policies.

5. EQUALITY IMPLICATIONS

5.1. The DPC's report presents recommendations with the aim of improving support and services for Disabled people and giving Disabled people greater involvement in the production of services and policies. The implementation of these recommendations will have positive implications for the equality of Disabled people in the borough.

6. LEGAL IMPLICATIONS

6.1. The report makes recommendations about the Council's approach to agreeing policies and strategies with local Disabled people in relation to the delivery of local support and services to this group. New arrangements will have to take account of any relevant legislation and statutory guidance.

6.2. *Implications verified/completed by: Hazel Best, Principal Solicitor, tel. 020 7641 2955*

7. FINANCIAL IMPLICATIONS

- 7.1. If the Council decides to adopt the Commission's recommendations, then any financial implications will need to be evaluated and considered as part of the Council's financial planning process.
- 7.2. *Implications completed by: Andrew Lord, Head of Strategic Planning and Monitoring, tel. 020 8753 2531.*

8. IMPLICATIONS FOR BUSINESS

- 8.1. Skills development, employability and employment opportunities for Disabled people are clear barriers and consideration should be given to developing sustainable solutions. The Economic Development Team, especially Adult and Community Learning and Work Matters, should be engaged in this process.
- 8.2. Key employers in the borough (including the Council) should take a leading role in identifying, developing and promoting good practice in making workplaces and careers accessible to Disabled people in a consistent and positive way.
- 8.3. *Implications completed by: Alben Karameros, Economic Development Team, tel. 020 7938 8583.*

9. BACKGROUND PAPERS USED IN PREPARING THIS REPORT

None.

LIST OF APPENDICES

Appendix 1: Report of the Disabled People's Commission – *Nothing About Disabled People Without Disabled People: Working Together to Transform Public Services in Hammersmith & Fulham.*