

## **EAST AYRSHIRE COUNCIL**

### **CORPORATE SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE – 20 NOVEMBER 2001**

#### **INTERNATIONAL DISABILITY DAY – 30 NOVEMBER 2001**

##### **Report by Depute Chief Executive/Director of Corporate Resources**

## **1. PURPOSE OF REPORT**

- 1.1.1** To recommend that paid leave of absence be afforded to members of the Council's Consultative Forum for Employees with a Disability to attend the International Disability Conference being held in Kilmarnock on Friday 30 November 2001.

## **2. BACKGROUND**

- 2.1** Kilmarnock Forum on Disability will be holding an International Disability Conference on Friday 30 November with the support of East Ayrshire Council to mark International Disability Day. The conference, which is targeted at people with physical disabilities including those who have mental or sensory impairments, will be based on the theme of Social Inclusion and will aim to provide useful information and advice on disability issues. The event will be held in the Grand Hall in Kilmarnock from 10.15am to 3pm.
- 2.2** Speakers include Bill Miller MEP, Michael Matheson MSP, Mike McDermott from the Disability Rights Commission and other speakers from East Ayrshire Council who will provide examples of the current focus on disability issues and policies from the European Parliament, the Scottish Parliament and Social Inclusion perspectives.
- 2.3** A range of organisations will have exhibitions there on the day and will be available to answer any questions that delegates may have. An interactive web chatroom will also be featured which will link disabled groups from France, Belgium, Germany and the United Kingdom. The chatroom aims to develop the international theme of the day and will allow delegates to exchange information about events taking place around the world and to develop communication networks on disability issues.

## **3. CONSULTATIVE FORUM FOR EMPLOYEES WITH A DISABILITY**

- 3.1** The Council reviewed its Employment of Disabled People Policy in 2000 and as part of that process established a Consultative Forum for employees with a disability. In order to ensure that the Council has as wide a range of views of employees views as possible throughout the Council, the forum was established to provide an opportunity for disabled employees to discuss common issues arising from their employment and be a source for consultation on general disability and employment issues. It is expected that the International Disability Conference will also include a focus on employment matters.

**3.2** It is therefore recommended that employee members of the Consultative Forum be granted paid leave of absence to attend the conference. This would enable them to further develop their knowledge and interest in disability issues and provide information to the Consultative Forum and to other disabled employees in the wider context.

#### **4. SPECIAL LEAVE APPLICATION**

##### **4.1 Requests for Special Leave**

**4.1.1** The Council's Conditions of Service as they relate to Special Leave and the Council's scheme of delegated authority allow the Head of Personnel to consider any requests from members of the Consultative Forum who wish to attend the conference.

#### **5. POLICY IMPLICATIONS**

**5.1** Approval of this proposal would demonstrate the Council's commitment to the employment of disabled people.

#### **6. RECOMMENDATION**

**6.1** The Sub-Committee is asked to agree:

- a) that representatives of the Council's Consultative Forum for Employees with a Disability be afforded time off with pay to attend the International Disability Conference being held in Kilmarnock on Friday 30 November; and
- b) that the Head of Personnel consider any applications from members of the Consultative Forum to attend the conference in accordance with the Council's existing policy arrangements.

Fiona Lees  
Depute Chief Executive/  
Director of Corporate Resources

GH/CH  
26 September 2001

#### **BACKGROUND PAPERS**

Nil

Anyone wishing further information should contact Graham Haugh, Head of Personnel Tel. No. (01563) 676092.

**AGENDA**