

Developing a Disabilities Equality Action Plan

By this stage of the afternoon you have heard many stories and will have had a lot of information handed to you. You and your practice teams will have heard the voice of disabled people telling you how primary care works (or doesn't), for them. **But listening is not enough. We will have to begin to change** if we hope to make our services more accessible to disabled patients. This final session is all about beginning that process of change. Already you will have learned that we have a legal duty to provide equitable services to disabled people. We hope that you also agree that we have a moral and professional duty as well. You will also realise that a lot of what has been said is about attitudes and organisation, not things which are expensive to change.

So how can you make a difference? Firstly we want to make sure that you take messages back to you staff and involve them in the process of change. You can use EquiP Cymru as a resource to help you. But you also need to develop an action plan.

How to develop your action plan

1. Find someone willing to lead on developing and maintaining this plan. It has to be someone with some authority
2. Together today, share what you have learned and agree on what are the most important messages
3. Try to think of the five things you could do which would make the most impact on disability equality for your practice.
4. Using the template on the reverse of this sheet begin to work out how you can begin to engineer change.
5. Agree on what the next steps must be.
6. Discuss what resources you need to carry this forward.
7. Decide who is going to do what and by when.
8. Decide when you will review progress.
9. Discuss using the self assessment tool as a practice development tool.
10. Make sure that Disability Equality is reviewed at least yearly within the practice.