

Disability Equality Duty - Action Plan 2006-2009

Ref	Priority	Section (from framework guidance)	CIF ref	Action to be taken	Targeted Measurable Outcomes	Resource requirements (leave blank if none)	By when	By whom	Monitoring Committee	Current progress commentary	Review				Owner
											####	Nov-07	####	Nov-08	
1	2	Introduction / gathering information	1/2	Monitor learner recruitment, retention and achievement profile in relation to disability	Report produced detailing the recruitment, retention and achievement of disabled learners compared to all learners.		Reported annually in Autumn term	ILDG	SMT	Monitoring taking place, however targets now need setting to measure impact. This will be completed by November 2007.					CT
2	2	Introduction	5/6	Ensure disabled duty is reflected in SAR, AoS and Strategic Plans.	Reference to the disabled duty linked to both staff and students to be reflected within all major policy documents produced by the college.		In place	SMT	SMT	All main college documents have cross cutting themes which address this.					CT
3	2	Introduction / gathering information	7	Monitor staff recruitment, retention and career development profile in relation to disability.	Report produced detailing the recruitment, retention and career development of disabled staff (and applicants) compared to all staff.		Reported annually	EDG	SMT	Need an updating exercise to fully identify all staff with disability. To be completed by end of 2007					HW
4	2	Vision, values and principles	1/2	Monitor and narrow gaps between experiences of disabled learners compared to non-disabled.	Establish key actions required to narrow gap as advised by disabled learners and groups and identified in SPOCS.		From Jan 2007	ILDG	SMT	Agenda item on ILDG meeting 2 October 2007 and on-going. Review of responses from disability focus groups.					JVP
5	1	Actively involving disabled people.	4	Agree priorities for action with disabled learners and representative groups.	Agree priorities and action with disabled learners.	Disabled groups to meet.	Jan-07	ILDG	SMT	A focus group of students referred by Learning Support team took place in June 07.					SAW
6	1	Actively involving disabled people.	5/6	Invite disabled user groups to be involved in developing policy - learners.	Disabled user groups invited to be involved and consulted about college policies and procedures.		Jan-07	ILDG	SMT	Meeting to be arranged with Student Association by end of September 2007 to identify appropriate person(s)					JVP
7	1	Actively involving disabled people.	7	Invite disabled user groups to be involved in developing policy - staff.	Disabled user groups invited to be involved and consulted about college policies and procedures.		Jan-07	EDG	SMT	Need an updating exercise to fully identify all staff with disability. To be completed by end of 2007					HW
8	3	Actively involving disabled people / Leadership and Management.	3	Ensure partnerships include representative disabled groups.	Ensure that the college working partnerships include disabled groups and organisations.		Jun-07	SMT	SMT	Main networks do have participation by including disabled groups and organisations.					ID
9	3	Leadership and Management / DDA 2005.	7	Ensure estates review includes consideration of usability by disabled group.	Ensure accommodation strategy includes consideration of issues for disabled learners, staff and public.		In place	VPCS	SMT	An extensive programme of works has been completed to ensure the requirements of disabled learners, staff and public are met. An updated accommodation strategy will be completed by February 2008, and this will further review progress and future requirements.					SJa
10	3	Leadership and Management / DDA 2005.	7	Ensure new development surpasses minimum requirements for disabled users.	Access and usability issues for disabled should be designed in for any new build.	Budget on a project by project basis.	Timing on an individual project basis	VPCS	SMT	All new developments are designed to exceed the minimum requirements for disabled users.					SJa
11	2	Leadership and Management.	7	Provide Equal Opportunities training.	Ensure that training is available for all staff on Equal Opportunities.			DHR	SMT	Most existing staff have received initial training. Equal Opportunities is now an element of the termly staff induction					HW
12	1	Leadership and Management.	7	Provide DED training outlining rules and responsibilities for Staff and Governors.	Ensure that training is available for all staff and Governors covering DED responsibilities.			DHR	SMT	2 events were run in 06/07. Further events will be offered in 07/08					HW

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13	1	Carrying out impact assessment	1,2	Ensure necessary adjustments are made in T&L to allow all learners to contribute fully in the college.	Responses from disabled learners should be at, or better, than the college wide results.		From Sept 06	VPCQ	SMT	QDP surveys currently do show up specific lower responses to some statements, these will be monitored by ILDG on an on-going basis starting 2 October 2007.					ID
14	1	Actively involving disabled people / Carrying out impact assessment.	6	Review all policies for impact on disabled staff and learners community wide.	All policies to be reviewed for impact on disabled staff and learners.		Dec-06	CQM	SMT	High priority policies and procedures identified for review. All policies reviewed annually.					CT
15	1	Actively involving disabled people / Carrying out impact assessment.	6	Ensure all new policies take account of disabled groups' priorities.	Consideration of impact on disabled staff and / or learners should be made when developing policies and procedures.		From Sept 06	All	SMT	This is built into policy review process.					CT
16	1	Leadership and Management	4	Ensure support is available as required for disabled learners.	Support is available to all disabled learners.	Budget identified on an annual basis.	In place	HoF (ACBL & Support)	SMT	Support is offered to all learners who require it, and uptake and outcomes monitored.					DM
17	1	Leadership and Management / DDA 2005.	7	Ensure equipment is suitable for use by disabled learners.	The college to have a range of equipment to support disabled learners in their studies.	Budget identified on an annual basis.	In place	HoF (ACBL & Support)	SMT	A wide range of equipment is already in place in the college, and this is regularly reviewed and updated as required. New resources have been ordered for September 2007 onwards.					DM