

Disability Equality Scheme – Action Plan 2010-2013

What	How	By when	Monitoring milestones	By whom
<p>We will continue to increase the involvement of disabled people</p>	<ul style="list-style-type: none"> • Identify and create accessible options to enable wider consultation of disabled students and opportunities to contribute • Continue our extensive disability training for staff and students, encouraging participation of disabled people • Ensure all staff can make adjustments to teaching as a result of training • Encourage application or job vacancies from disabled people, to reflect the demography of our wider community. Work closely with Job Centre Plus • Involve partner organisations to discuss how we can further disability equality together 	<p>Ongoing</p> <p>Annually</p> <p>Ongoing</p>	<p>DES review</p> <p>Staff development/ Assembly/tutorial records</p> <p>Positive Staff feedback</p> <p>Measurable increase in the number of applications from disabled people</p> <p>Reports on school liaison</p>	<p>Student Senate VP Student Services</p> <p>A P Human Resources VP Student services</p> <p>A P Human Resources</p> <p>AP Human Resources/Human Resources Officer</p> <p>Co-ordinator of Learning Support, school SENCOs</p>

Disability Equality Scheme – Action Plan 2010-2013

<p>We will embed disability equality within quality improvement and planning processes</p>	<ul style="list-style-type: none"> • Ensure development planning at strategic and departmental level • Include disability equality improvement as an area to be reported on within the Self Assessment Report (SAR) • Review Student Perception of Course questionnaire to incorporate specific questions on disability 	<p>Ongoing</p>	<p>Department and college SAR</p> <p>Use and analysis of returns</p>	<p>Principal, Governors, A P Curriculum and Quality, HoDs</p> <p>AP Curriculum and Quality</p>
<p>We will work with disabled people to prioritise impact assessments</p>	<ul style="list-style-type: none"> • Continue to review policies and procedures • Review and rewrite existing policies if there is a negative impact on disabled people using the prioritised policy review schedule • Devise a mechanism for conducting impact assessments on new policies and procedures 	<p>Ongoing</p>	<p>Existing policies do not have negative impact on disabled people</p> <p>Assessment returns</p>	<p>Principal, SMT, disabled people</p> <p>Named person responsible for policy/procedure</p> <p>Principal, Co-ordinator of Learning Support, AP Curriculum and Quality</p>

Disability Equality Scheme – Action Plan 2010-2013

	<ul style="list-style-type: none"> Identify a mechanism to review our progress in carrying out impact assessments regularly 		Report on progress	AP Human Resources, AP Curriculum and Quality, named person responsible for review
We will meet the requirements of the Disability Equality Duty by reviewing methods for gathering information about disabled people to ensure that they are appropriate, effective, and used meaningfully	<ul style="list-style-type: none"> Review information gathering procedures to include a range of qualitative and quantitative approaches at organisational and department level Ensure information is used effectively to inform planning and improve practice Review procedures for encouraging students and staff to disclose disability 	Ongoing	Focus in SAR and Forward Planning Meetings Results of consultation	VP Curriculum, MIS, AP Curriculum and Quality, Co-ordinator of Learning Support, HoDs AP Human Resources, Human Resources Officer, Co-ordinator of Learning Support
We will continue to achieve '2-tick' Positive about Disability status	<ul style="list-style-type: none"> Continue to develop and enhance our equality procedures and act on suggestions made 	Annually	Annual review	AP (HR), HRO
We will review materials used to support students	<ul style="list-style-type: none"> Consult with students with disability and/or learning difficulty on appropriateness of learning materials 	Annually	Positive student questionnaires	Learning Support dept and Student senate

Disability Equality Scheme – Action Plan 2010-2013

	<ul style="list-style-type: none"> • Develop robust review procedures for materials used with students with identified needs 			
We will ensure that publicity meets the needs of prospective and current learners	<ul style="list-style-type: none"> • Review marketing programme • Ensure website is accessible • Present positive images of disability in materials used by the college, externally and internally • Recognise and celebrate improved performance in disability equality 	Ongoing	New publications	Marketing team