

Disability Equality Scheme Action Plan 2006 – 2009

Criteria	Current position	Actions required	Transferred to Single Equality Scheme 2009-10
Team to identify & steer development	Equality & Diversity Committee	Further raise awareness of roles and responsibility	Booklet to raise awareness of E&D themes including Disability to be launched before December 18th
Staff Representation	Yes but somewhat haphazard and by invitation	Create more opportunity for staff involvement	Open invitation to E&D committee and put minutes on the web
Staff at sufficiently high levels in organisation	Yes – Deputy Principal pro active and fully involved in the agenda.	Ensure training for all Governors –	Governing Body have been trained and a representative has been elected to develop understanding of their role
Clear Terms of Reference for Team	Yes – Scheme understood and will be in place	None	Complete
Leadership	Yes – Active involvement from the Principalship		Complete
Strategic priorities & quality improvement plans	Embedded in all monitoring procedures	Maybe needs to be more strongly stated in Strategic & Development planning	Ensure that E&D is included in all planning documents. Include this in the SES Action Plan
Consultation / active involvement	Clear about the difference	Staff encouraged to disclose and engage in the process	HR to survey staff if appropriate during Merger planning process
Providing feedback	Not in a sustained and focussed way	Action plan to identify feedback mechanisms – use focus groups to identify most appropriate methods	Planned approach to organising focus groups to be included in the SES
Involvement of disabled people in impact assessments and monitoring	See action plan	Schedule for impact assessments of policies and procedures. Shared and prioritised by focus groups. Assessed by focus groups	Planned approach to organising focus groups to be included in the SES
Involvement of full diversity of disabled people	See action plan	Impact and monitoring to be carried out through College relationship managers so that no specific disability is marginalised	SSO's involved with external disability organisations to bring expertise into College to be included in the SES
Action plan address priorities of disabled people	Yes as it will be a working document regularly reviewed by all groups involved and amended accordingly	Standing review item at all levels and responsive to feedback	Actions monitored through the SES at E&D committee
Regularly seek advice of disabled people	Part of the process	Need to establish regular focus groups, meetings, ways of	Planned approach to organising focus groups to be included in the SES Action Plan

as to involvement – genuine or tokenistic		gathering views and solutions	
Identify challenging, realistic, tangible and specific outcomes for improving disability equality	Not yet – difficult to establish core position therefore difficult to extrapolate targets	Establish baseline position – review data collection etc. Establish targets	Data collected for students and compared with SR data. Holistic targets in the Development Plan and departmental targets set through QA processes included in the SES Action Plan
Raising awareness & communicating the vision	Scheme providing general overview & context. Include benefits to the organisation	Action plan providing specific roles and responsibilities	Centrally organised activity reviewed through the SES at the E&D committee, included in the SES Action Plan