

Disability Equality Scheme Action Plan 2009

Objective	Action	Target date	Lead	Outcome
1. Disability awareness training to be mandatory for all staff	All new and existing staff to have had training by 2011. Action to be monitored via the PDP or Appraisal process as appropriate.	December 2011	Deputy Vice-Chancellor & Chair of Equality and Diversity Committee	1. SENDA training as part of Induction. 2 Half day mandatory training course for all senior managers. 3. General disability awareness training for all staff 4. Tailored training for supporting academic staff in accessible curriculum delivery.
2. Impact Assessment 100% compliance	All new and current policies and procedures to be impact assessed	Completion in a 3 year cycle 2011	Director of Planning on behalf of Governance and Management Group	Legal compliance and enhanced University experience for all relevant staff and students.
3. A physical access audit of the new single Campus to be completed by December 2009	December 2009	Audit to be commissioned	Director of Estates	An accessible campus plan with target dates for improvements.
4. Curriculum access audit to be initiated.	December 2010	Audit to be commissioned and planned in 2009 for completion in 2010	Director of Learning Teaching Retention and Professional Practice (Lead) Dean of Quality and Standards Directors of Schools Disability Task Group	Procedures in place for inclusion of disability issues in the curriculum.

<p>5. Improve collection of statistics on disabled staff and students for more effective planning.</p>	<p>A) Staff</p> <ul style="list-style-type: none"> • Increase numbers of staff declaring a disability. • Produce University guidance for disabled staff and their managers. 	<p>December 2009.</p>	<p>Head of HR Strategy and Personnel</p>	<p>Improved support for disabled staff.</p>
	<p>B) Students.</p> <ul style="list-style-type: none"> • Schools to analyse and act on data on disabled students by subject and course • Ensure that the University is meeting QAA Code of Practice requirements. 	<p>Include action on current statistics for 2009/10 Local Plans.</p>	<p>Directors of Schools</p>	<p>Improved support for disabled students.</p>
		<p>Make recommendations on revised QAA Code of Practice (Due for consultation January 2009.)</p>	<p>Disability Action Group of Equality and Diversity Committee.</p>	<p>Recommendations and compliance with updated Code of Practice.</p>