

ANNEXE

2009 Revised Disability Equality Scheme Action Plan and Progress Update

Action Area	Action	Responsible	Review Date	Success indicator	Progress
General					
General	The University seeks to ensure all its existing committee structures are not discriminatory, and to promote positive attitudes towards, and encourage participation by, disabled people. This will be set out in a proposal from the EDU for consideration by Council to ensure diversity in committee membership.	Pro-Vice-Chancellor (Personnel & Equality)/ EDU	TT2010	An effective policy and practice in place to monitor committee appointments.	In Hilary Term 2011, the General Purposes Committee of Council proposed a system for encouraging nominations for committee membership from under-represented groups, including people with disabilities.
Student/Staff					
Student/Staff	The Disability Advisory Service ensures that Disability Contacts in both colleges and departments understand their role by providing guidance notes, supported by training via the Oxford Learning Institute and the Oxford Bursars Training Group. Guidance notes to be revised in 2009/10 academic year.	Head of Disability Advisory Service/ Head of Oxford Learning Institute	HT2010	Revised Disability Contact Guidance distributed and gaps in contacts in departments and colleges filled, with new contacts encouraged to attend training.	Guidance notes revised and training to department and college Disability Contacts available. Training about students with SpLDs and Asperger Syndrome available in MT each year.

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Student/Staff	In response to the NIACE report by the Commission for Disabled Staff in Lifelong Learning, the early findings of a report by a consultant engaged by the EDU on experiences of disabled staff at the University, raised awareness of the need for Disability Contacts for staff. The second part of this work is an engagement event with local disability groups and their experience relating to the universities in Oxford as employers.	Head of Disability Advisory Service /DES WP Personnel Services representative	HT2010		Engagement event completed. The outcome revealed no strong positive association with the 'two ticks' ('positive about disability') scheme. Staff disability contact network being considered by the Disabled Staff Working Group.
Student/Staff	The DES Steering Group endorses the work of the BESC Sub-Committee on access and its continued involvement of disabled staff and students in consultation over plans for new and existing buildings, particularly on the ROQ development.	Pro-Vice-Chancellor (Personnel & Equality)	Termly (Review HT10 onwards)	Termly meetings taking place and positive feedback from students about physical adjustments implemented.	Frequent meetings with project teams for ROQ departments. This work is vital as access consultants not being used on most projects.

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Student					
Student	The DES Steering Group endorses the ongoing review by the Director of Admissions of the possible barriers that arise from the 'pooling' of undergraduate disabled students and requests the Director of Graduate Admissions and Funding to keep under review disabled students with accommodation needs admitted by a department but who find difficulty in seeking suitable college places.	Director of Undergraduate Admissions/ Director Graduate Admissions and Funding	END MT10	Information on en suite accommodation available with Access Guide. A system to ensure Graduate students, on admission, do not encounter difficulties securing accessible or appropriate accommodation.	University's Estate Directorate currently updating access guide for all departments. College update to information will be sought in summer 2011 and will include en-suite information. Graduate Studies team and DAS have worked to alleviate previous difficulties with college allocation resulting in a proactive resolution of unforeseen accommodation issues.
Student	The DES Steering Group endorses the ongoing formal development and review of mentoring systems for students with mental health difficulties, Chronic Fatigue Syndrome, and Asperger syndrome.	Pro-Vice-Chancellor (Personnel & Equality)/ Head of Counselling/ Professor of Autism/ Head of Disability Advisory Service	TT10	A care plan template to be developed with regard to mental health mentoring support.	Care plan achieved and being utilised within mentoring group, where appropriate. Professorship of Autism currently vacant.

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Student	The DES Steering Group endorses the proposal that the Oxford Learning Institute and the Disability Advisory Service collaborate as follows: (i) the OLI website will provide a link to resources for academic and support staff which will signpost information and advice, as well as course descriptions for 'Teaching students with SpLDs', 'Managing challenging behaviour of students with Aspergers', and 'Disability Contact Training'; (ii) further work will be undertaken by the DAS and OLI to explore ways in which the various university training providers can provide timely and relevant training.	Head of Disability Advisory Service / OLI Head of Educational Development/ DES WP Personnel Services representative	i) HT10 ii) End TT10		'Teaching students with SpLDs', and 'Managing challenging behaviour of students with Asperger Syndrome delivered in MT10. Sessions can be delivered on demand. Disability Contact training currently delivered every other term, next due in HT11.

Staff					
Staff	The DES Steering Group endorses the current work by the EDU to ensure participation in the recruitment monitoring scheme in order to monitor recruitment more effectively.	Pro-Vice-Chancellor (Personnel & Equality)	HT10	An increase in the current participation	Recruitment monitoring has increased to 64%

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Staff	The DES Steering Group endorses the proposal that Staff recruitment in terms of disability be reviewed regularly to target specific training for departments.	DES WP/ Personnel Services representative/ Head of Disability Advisory Service /OLI Head of Professional Development	Termly (Review from HT10)	Termly meeting/discussion on training for departments	Departments have been signposted to training on various disabilities, including mental health conditions, epilepsy and hearing impairment, in response to staff disclosure of these disabilities.
Staff	The DES Steering Group endorses the revision of the guidance currently entitled 'Guidance for the management of disabled employees' with input from members of the Steering Group with disabilities.	Head of Disability Advisory Service / Personnel Services Representative/ Occupational Health Service	HT10	Revised guidance produced and widely circulated to line managers via departmental administrators.	In progress. EDU restructure and changes to Access to Work scheme have led to a delays in progress