

Bilborough College

**DISABILITY
EQUALITY SCHEME
2006-2009**

2006-2009 Disability and Equality Scheme

Bilborough College celebrates and values the diversity brought to its community by all individuals. We believe that the college benefits from the inclusion of both disabled and non disabled students and staff.

Bilborough College has a detailed and comprehensive Equality and Diversity Policy which is supported by the Disability Equality Scheme.

We aim to show our commitment to equality and diversity through a variety of activities at every level of college life.

We will seek to provide access to the full range of curriculum and enrichment activities to all students. The college will treat all members of its community with respect and dignity and seek to provide a positive working environment free from discrimination.

Bilborough College's commitment to its Disability Equality Scheme is outlined in the following pages. It is a working document which seeks to eliminate all barriers to exclusivity.

Bilborough College welcomes the views of all staff, students and stakeholders and encourages active participation in all aspects of its equality and diversity programme

1.0 Introduction and current position

- 1.1 The college has a Disability Equality Scheme for employers and a Disability Statement setting out the processes for enrolling and supporting students with disabilities, specific learning difficulties and health needs.

The college has started Impact Assessments on the accessibility of the building and amenities.

The college has established an Equality & Diversity User Group with staff and is planning to establish a student User Group in the near future. Both groups will meet at least annually.

- 1.2 Staff and student profile
13.38% of the current student population have disclosed a disability. This is a higher percentage than the national and the college will continue to encourage students to disclose.

1.5% of the current staff population have disclosed a disability, however the college needs to work on issues around staff disclosure and seek to update college records as a response to the DDA Amendment Act 2005.

- 1.3 The college celebrates and values the diversity brought by individuals to the institution. It believes that the college will benefit from increasing access of both disabled and non-disabled people in both staff and student population.

The college is committed to equality of opportunity regardless of whether the individual has a physical or mental impairment or learning disability. The college will treat all its members with respect and dignity and seek to provide a positive working environment free from disability discrimination, harassment or victimisation.

The college has in place policies and procedures to address harassment. The college seeks to eliminate prejudice and discrimination whether overt or covert and will seek to ensure all its members have equal access to the full range of college facilities. Where information is divulged in confidence every attempt will be made to respect this whilst still providing the best possible support for the individual

- 1.4 To help promote and celebrate disability and diversity a programme of whole college events has been drawn up.

- 1.5 All college delivery plans are reviewed termly and for 2006-07 the development plans listed below will address disability equality as follows:

The Quality Improvement Development Plan will ensure that the quality of provision for all staff and students in respect of disability and diversity is monitored and issues identified will be actioned and reviewed at a later date. A schedule of research has been drawn up which will be proactive in seeking the views of disabled and non-disabled people.

The Equality & Diversity Development Plan takes into account all aspects of the college's remit in respect of disability equality for both staff and students. Equality and diversity training and staff development is one of the college's priorities.

The Additional Support Area are proactive in producing their own DDA Delivery Plan in order to promote equality of access for disabled students.

The college's SAR identifies the whole college progress on Every Child Matters which takes account of issues of equality and diversity.

The college is currently developing the Strategic Plan for 2008-11 and the increased recruitment of disabled students is a specific target of the plan.

2.0 Disability equality vision, values and principles

- 2.1 Bilborough College's Mission Statement is *to offer academic excellence and to nurture personal development in a supportive environment* to serious and committed students.

Within the framework of this mission statement the college seeks to provide a full range of curriculum and extra curricular activities to all students.

The new college building completed in September 2005 was designed to be fully DDA compliant. The college will actively and warmly welcome applications from students with any disability and seek to make reasonable adjustments to meet the needs of these students.

- 2.2 The college's position is one of supporting the social model and views it as the duty of college to treat members as individuals and address their needs in a holistic manner. We seek to be inclusive by taking reasonable steps to reducing potential barriers.

- 2.3 The college seeks to be proactive in fostering a culture that values all individuals and promotes respect for difference and diversity and the recognition of how difference and diversity will enrich the community

- 2.4 Our vision is to be an inclusive college. In three year's time we intend to have taken reasonable steps to have addressed issues regarding accessibility to the building and the curriculum.

Additionally we seek to have increased the proportion of disabled staff and students on roll and to provide the necessary level of support to enable them to reach their full potential.

Our priority is to actively engage with disabled people in order to fulfil our vision.

3.0 Actively engaging with disabled people

- 3.1 The college has actively engaged with disabled people in drawing up its Disability Equality Scheme in a number of ways including consulting with disabled learners and through the staff Equality & Diversity Forum.

The college's Additional Support Department undertakes a wide range of consultation activities with students with disabilities and learning difficulties to identify and address their individual needs.

- 3.2 The college will seek the advice of disabled people, both staff and students and external stakeholders and agencies as appropriate.

4.0 Leadership, Management and Strategies for Implementation of the Disability Equality Scheme

- 4.1 The Disability Equality Scheme has the full support and commitment of senior staff in college. Through Inset events and steering groups all senior staff at both curriculum and support level have been involved in the development of the college's Disability Equality Scheme.

The Additional Support Department have standard agenda item at curriculum meetings and are proactive in raising the awareness of staff to general issues of disability equality as well as ensuring that the needs of specific students are communicated to all relevant staff.

The Director of Student Support meets regularly with the curriculum leader of Additional Support.

As part of the college's Induction Programme for new staff the Additional Support Department have responsibility for raising staff awareness of disability issues.

The Staff Development Programme and Sharing of Good Practice Programme are vehicles used by the Additional Support Department to promote disability equality through training and sharing of best practice.

- 4.2 Equality & Diversity Inset for both curriculum and support staff will enable all staff to actively engage with the development and promotion of the college's Disability Equality Scheme.

- 4.3 Promoting equality and diversity is a core part of the role of every member of staff, however the overarching responsibilities have been identified as follows:

The Governors will be responsible for overseeing the college's progress towards its equality and diversity objectives.

The Standards Committee will monitor the achievement of objectives related to students .

The Principalship will carry overall strategic responsibility for driving and monitoring policy review.

5.0 Carrying out impact assessments to gather information

- 5.0 The first step to be undertaken is a mapping exercise of all college policies and procedures and the personnel responsible.
- 5.1 The college has prioritised the policies and procedures which directly affect students to be assessed over the next 3 years in the light of Disability Equality Scheme.
- 5.2 A three year timeline will be drawn up to carry out Impact Assessments in order to inform policy review.

This process will be embedded through mapping and checking that all policies address disability equality to ensure educational opportunities are available to all students and the achievements of disabled learners are reviewed and evaluated.

6.0 Putting the scheme into practice, Monitoring and Evaluation

- 6.1 The Disability Equality Scheme is published on the website and cross reference is made to the Disability Equality Scheme in the Prospectus, Student and Staff Handbooks.
- 6.2 The scheme will be monitored and reviewed on an annual basis, performance will be monitored and reports submitted to the appropriate committees.

7.0 Action Plan

- 7.1 An action plan detailing broad priorities and proposed impact assessments in relation to disability will be drawn. This will become an integral part of the college's Equality and Diversity Delivery Plan.