

BUCKINGHAMSHIRE CHILTERNNS UNIVERSITY COLLEGE

DISABILITY EQUALITY SCHEME

BE YOURSELF: DEVELOPING INCLUSIVE HIGHER EDUCATION

ACTION PLAN

Our Action Plan has four themes, reflecting the areas on which we wish to concentrate over the next three years:

- Access to work
- Access to the University College's estate
- Access to enhanced learning
- Access to staff development

The Action Plan, which sets out how we intend to achieve our aims, is contained in the following Annexes. Progress will be reviewed regularly by the Equality and Diversity Committee and forwarded to Senate for consideration.

We shall consult with disabled students, staff and other stake holders regularly and involve them in the development of the Action Plan. This is likely to evolve as progress on the many initiatives currently underway at BCUC come to fruition.

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THEME: Access to Work				
Objective	Action	Target	Lead	Outcome
This Action Plan will be reviewed annually in the light of changes to the University College's organisational structure.				
Provide work experience for people with disabilities	Explore possibilities for work experience in faculties and departments	Produce feasibility study by September 2007	Human Resources	Recommendations about the provision of work experience for people with disabilities at BCUC
Establish a central budget for the provision of aids and adaptations	Explore likely costs and sources of advice and funding	Produce recommendations by September 2007	Human Resources	Agreement about mechanisms for funding aids and adaptations
Improve knowledge locally about the opportunities for employment of disabled people at BCUC	Contact and consult local community groups	Increase applications from local people with disabilities by 10 % by September 2007	Equal Opportunities and Community Development/ Human Resources	Increase in the proportion of staff declaring a disability

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THEME: Access to the University College's Estate				
Objective	Action	Target Date	Lead	Outcome
This Action Plan will be reviewed in September 2007 and September 2008 in the light of the progress towards campus consolidation.				
Review accessibility of premises to be refurbished	Undertake Access Audit of the Queen Alexandra Road campus	October 2006	Head of Buildings & Estates/ Disability Adviser	Production of Audit report
Introduce arrangements to provide reasonable adjustments to access	Discuss with Deputy Director (Operations)/ Buildings & Estates, Human Resources and Disability Service arrangements for undertaking reasonable adjustments	June 2007	Buildings & Estates	Agreement of criteria, procedure and funding stream for provision of reasonable adjustments to access
Ensure that new build and refurbished premises are fully accessible	Collaborate with architects, Campus Consolidation team, Human Resources, Disability Service and Staff Disability Focus group on improvements to access	September 2009	Campus Consolidation	Provision of fully accessible new build and refurbished premises

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THEME: Access to Enhanced Learning				
Objective	Action	Target	Lead	Outcome
This Action Plan will be reviewed annually in the light of the impact of the new academic structure and progress on campus consolidation.				
All formal documents conform to the general duty and are accessible	Introduce a rolling programme of review of all formal documents (Governance, Regulatory, Policy, Quality Assurance and Strategy) to ensure compliance with the general duty (all formal documents are available in alternative formats)	All formal documents compliant by 2009	Academic Information Co-ordinator, Disability Adviser	All formal documents comply with the general duty
Students with disabilities gain maximum benefit from their course	Monitor progress of students with disabilities	Inclusion in annual monitoring data considered by Senate	Planning Unit	Production of evidence on the progress of students with disabilities
Appropriate assistive technology is available	Maintain a watching brief on developments in this field.	Regular review of assistive technology	User Services Manager LIS and Head of Disability Service	Assistive technology up to date and fit for purpose
Increase participation rates of people with disabilities in HE	Development of a mentoring scheme where graduates with disabilities mentor current and potential students with disabilities	Pilot begins in September 2006	Manager Access and Retention	Improved prospects for employment and education for students with disabilities

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THEME: Access to Staff Development				
Objective	Action	Target	Lead	Outcome
This Action Plan will be reviewed annually in the light of changes to the University College's organisational structure and progress on campus consolidation.				
Introduction of a programme of Disability Awareness Training	Appointment of a Disability Adviser (Staff Development)	October 2006	Head of Student Services	Appointment of post holder Production of a programme of staff development
Raise awareness of academic staff of issues relating to the delivery of the curriculum, including the provision of feedback	Run a series of events for academic staff and produce a good practice guide for staff	July 2007	Disability Adviser (Staff Development)	All academic staff will be aware of best practice Production of guidelines on the delivery of an inclusive curriculum
Review effectiveness of programme	Monitor and evaluate provision	July 2007	Disability Adviser (Staff Development)	Production of report on staff development programme
Introduce additional provision to reflect the University College's strategic objectives in this area	Explore options to extend the staff development available in the light of anticipated changes in the staff and student profile	September 2007	Disability Adviser (Staff Development)	Production of more extensive programme of staff development
Review effectiveness of programme	Monitor and evaluate provision	July 2008	Disability Adviser (Staff Development)	Revision of programme to meet needs of staff