

## Lewisham College – Equality and Diversity Action Plan 2009-10

### DISABILITY

We expect to see learners with impairments enabled and thriving at Lewisham College. We are committed to the development of new and better opportunities for disabled people and aim to develop both practice and delivery options in order to promote success for those with an impairment studying at the College. We wish to see a marked transition from a medical model of disability, where the need is located with the individual, to a social model, where the College is proactive in removing barriers to participation and success for learners and employees with impairments.

We will assist disabled staff and establish programmes that allow staff with support needs to succeed in their employment here.

<b>Champion: Mark Cook</b>			
<b>Priorities for 2009/12</b>	<b>Action Plan 2009/10</b>	<b>By when</b>	<b>By whom</b>
<b>Investigate</b> the profile of our staff and students to achieve a clear understanding of their needs, and uncover – where appropriate – less apparent disability issues, such as mental ill-health.			
Describe existing identified needs from staff and students	Analysis of profile of students to establish: Proportion students disclosing a disability Range and nature of disability among student body	Dec 09	BSD
Collect data on the physical, developmental or learning disabilities of employees	Established staff asked to update individual profile on TESS to include information on any known disability	Dec 09	HR/Staff
	Report on disclosed needs of staff and students - Circulate to SMT, colleagues and EDSG	Jan10	Disability Forum & Champion
Campaign to raise awareness and build confidence that the college is a safe place to declare a disability and discuss challenges faced by disabled learners and staff.	EDSG to meet and draft priorities for campaign based on data Survey students and staff with disabilities re proposed campaign Implement campaign internally and externally	Jan 10 Jan 10 March 10	EDSG Disability Forum Disability Forum/Mktg

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<p>Celebrate successes more readily of those students who have overcome disadvantage to succeed in the learning of their choice.</p> <p><b>IMPACT</b> Clear understanding of the number of staff and students with disabilities and the range of their needs. Increase in the number of staff and students disclosing a disability at enrolment/start of employment</p> <p>Recognition and validation that learners and staff with disabilities at Lewisham College are successful</p>	<p>Profile successful students with disabilities in all college publications/communication channels– Prospectus, Annual Report, The Eye, e-ME and website etc</p>	<p>March 10 onwards</p>	<p>Mktg</p>
<p><b>Prioritise</b> interventions, focusing on those that will deliver specific outcomes for these groups (such as increased satisfaction, retention and success)</p> <p>Invite views from a mixed advisory group of students and staff on physical and practical improvements that could be made in the College.</p> <p><b>IMPACT</b> Clear focus and direction for interventions to effect maximum improvement as quickly as possible</p>	<p>Use intelligence from data collection and analysis to draft intervention priorities</p> <p>Consult with Disability Forum and colleagues on draft intervention priorities</p> <p>Determine measure of success (retention, achievement of groups etc) and milestones</p>	<p>Jan 10</p> <p>Feb 10</p> <p>Feb 10</p>	<p>Champion/HR/Access Team/ALS Manager</p> <p>Champion</p> <p>Disability Forum</p>
<p><b>Deliver</b> programmes/interventions that will impact on these objectives.</p> <p><b>IMPACT</b> Improvement in provision and support for students and staff with disabilities</p>	<p>Determine detailed action plan to address gaps</p> <p>Commence delivery of action plan</p>	<p>Feb 10</p> <p>Feb 10</p>	<p>Disability Forum</p> <p>ALL</p>

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<p><b>Monitor</b> our success in improving the conditions and success of disabled staff and students within the college.</p> <p>Ensure that the cross-college SAR reflects desired improvements</p> <p>Monitor, through focus groups, data and other feedback.</p> <p><b>IMPACT:</b> Progress kept on track, evidence of impact clear. and further improvements required captured for future action</p>	<p>Monitor action plan and milestones at EDSG Identify next steps through implementation of plan</p> <p>Incorporated SAR Nov 10</p> <p>Regular focus group meetings to establish impact of intervention and further action required</p>	<p>March 10 onwards</p> <p>July 10</p> <p>Spring and Summer term</p>	<p>EDSG/ Disability Forum</p> <p>Quality</p> <p>Disability Forum</p>
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