

DISABILITY ACTION PLAN

ACTION MEASURES	OUTCOME	RESPONSIBILITY	TIMEFRAME
Provision of Disability Equality Legislation and Disability Awareness Training.	All staff trained and fully aware of legislation.	Director of Workforce Development and Administration	December 2008
College plans will include objectives and targets relating to the disability duties.	The needs of disabled people are considered in key College documents.	Senior Management Team	Review each year as part of CDP
A survey of staff and students to establish whether attitudes towards disabled people have improved following the implementation of the duties.	Survey outcomes demonstrate implementation in respect of the attitudes of staff and students.	Director of Workforce Development and Administration	June 2010
The College will endeavour to influence the Department for Employment and Learning to ensure participation of disabled people on the Governing Body of the College.	Membership of the Governing Body will include those with a disability.	Principal and Chief Executive	January 2008 August 2010
The College will endeavour, where possible to influence public bodies e.g. Government Departments, other statutory bodies and Local Councillors, to ensure the participation of disabled people in public life.	The participation of disabled people in public life.	Senior Management Team	January 2008
Update Recruitment and Selection Training to incorporate new duties, legislation and case law.	Panel members receive refresher training.	Director of Workforce Development and Administration	Annually
Prepare a flyer for panels regarding legislative requirements.	All panel members fully aware of legislative requirements.	Director of Workforce Development and Administration	March 2008

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Review the membership of College groups to encourage participation of disabled people.	Participation and involvement of disabled people on internal College groups.	Senior Management Team	September 2010
Ongoing consultation with disabled persons regarding policy, procedure and practices. (Timetable of Policies to be agreed with the Equality Commission)	Disabled persons input into the development of College policies, procedures and practices.	Director of Workforce Development and Administration	April 2010
Monitor the implementation of the Disability Action Plan with the group established by Disability Action for this purpose.	Effective implementation of the Disability Action Plan.	Director of Workforce Development and Administration	June 2010
Documents provided in accessible formats.	Disabled people have access to College documents in their required format.	Senior Management Team	January 2008
Marketing material to include positive images of disabled people.	An improved image of the College.	Director of Learner Services	January 2008 and reviewed annually
Review documentation for use in recruitment of staff and students. To include documentation relevant to the North West Regional College such as: <ul style="list-style-type: none"> • Application Form; • Job Description Template; • Letter formats; • Advertising media. 	Increased number of disabled applicants.	Director of Workforce Development and Administration Director of Learner Services	June 2010

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Payment of travel expenses where a person with a disability requires specialised transport to attend interview, internal groups, meetings, focus groups and partnerships.	Improved access for disabled people.	Senior Management Team	March 2008
Encourage work placements for persons with a disability – aim to have at least two per year.	Improved employment opportunities for disabled people.	Senior Management Team	December 2008 Each year
Establish additional consultants with Community and Voluntary groups to better promote Equality	Improved policies and procedures within the College.	Senior Management Team	January 2010
Produce an artistic display demonstrating the College's commitment to the disability duties to be displayed on all main campuses.	Increased awareness of College's commitment to Equality.	Director of Curriculum	September 2010
Improve complaint feedback mechanisms to ensure a quality service to staff and service users.	Quality of service provided to staff and service users.	Director of Learner Services	January 2010
Student Equality Group to develop actions to address inequality. To explore how technology will assist with the engagement of students to help promote Equality	Improved equality in the North West Regional College.	Director of Workforce Development and Administration Director of Learner Services	September 2010
Awareness Raising Campaign to include events which encourage positive interaction between disabled and non-disabled students.	Positive interaction and increase of positive attitudes between disabled and non-disabled students.	Director of Learner Services	September 2010