Disability Programme 2017 - 2020

The Disability Programme’s vision is for a safe, inclusive and equitable work and study environment where all students and staff with disabilities can achieve their potential.

Desired outcomes

- Safe, inclusive and accessible environments
- Increase the proportion of staff disclosing disabilities
- Increase proportion of students with disabilities attending the University
- Successful students with disabilities
- Successful staff with disabilities

Key University stakeholders

- Equity Office
- Digital Office/Information Technology Services
- Property Services
- Planning & Information Office
- HR

Disability Programme structure

1. **Executive Sponsor**: Pro Vice-Chancellor (Equity)
2. **Governance Committee**: Equity Senior Leadership Team
3. **Working Group**: Equity Office Staff
4. **Advisory Group**: Staff and students with lived experience and/or relevant professional expertise

Key work streams

Three key work streams have been identified:

1. **Stream 1**: Culture work/study environment
   - Improving data
   - Increasing awareness of support
   - Promotion of pathways to access
   - Enhanced inclusive teaching and learning
   - Addressing barriers
   - Recruitment strategies recognise people with disabilities
   - Supportive working environment

2. **Stream 2**: Physical environment
   - Accessible buildings and spaces
   - Accessible events
   - Safe and accessible systems and procedures
   - Raising awareness of the accessible journey and universal design principles
3. **Stream 3**: Communications and digital accessibility
   - Compliance and best practice in digital systems and content
   - Organisational capability to ensure accessible content
   - Accessible communications and marketing collateral