

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