
**DISABILITY DISCRIMINATION ACT 1995
[AS AMENDED BY THE
DISABILITY DISCRIMINATION (NI) ORDER 2006]**

SOUTH EASTERN REGIONAL COLLEGE

DISABILITY ACTION PLAN

2013 – 2018



INSPIRING. TRANSFORMING. ENRICHING.

Alternative Formats

If you require this plan in an alternative format (such as easy read, Braille, audio formats (CD, MP3 or DAISY), large print or minority languages to meet the needs of those for whom English is not their first language), please contact the named person below with your requirements:-

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Foreword

This Disability Action Plan confirms South Eastern Regional College's commitment to and proposals for fulfilling the statutory obligations in compliance with Sections 49A and 49B of the Disability Discrimination Act 1995 [as amended by the Disability Discrimination (NI) Order 2006].

This Act places duties on public authorities, when carrying out their functions to have due regard to the need to:

- promote positive attitudes towards people with a disability; and
- encourage participation by people with a disability in public life.

This plan outlines how the Colleges can more effectively mainstream disability issues within policy decision-making. The Colleges have already consulted with a number of key stakeholders at sector level in the development of this plan and look forward to achieving the necessary change for people with disabilities.

Chair _____

Director _____

Date _____

Date _____

CONTENTS

PAGE

1.	Introduction	5
2.	Public Life Positions	8
3.	Previous Measures	9
4.	Consultation	10
5.	Timescales	10
6.	Monitoring	10
7.	Action Plan	11

1 INTRODUCTION

1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Colleges as public authorities will, when carrying out its functions, have due regard to the need to:

- promote positive attitudes towards people with a disability; and will
- encourage participation by people with a disability in public life ('the disability duties').

1.2 Under Section 49B of the DDA 1995 (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Colleges are also required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions. This action plan will also encompass Colleges efforts in relation to the Special Educational Needs and Disability (NI) Order 2005 (SEND0).

1.3 Commitments:

The Chairperson of the Governing Body, Principal and Chief Executive and Senior Management Teams of the Colleges are committed to implementing effectively the disability duties and the Colleges Disability Action Plans.

1.3.1 Promotion of Disability Duties

We are committed to the promotion of the disability duties throughout the College.

1.3.2 Resources

The College is committed to allocating the necessary resources (in terms of people, time and money) in order to implement effectively this plan and continue to develop objectives and targets relating to the disability duties. The budget allocation will be determined on an annual basis based on the action plan.

1.3.3 Communication to Staff

The College will ensure the effective communication of the plan to staff. Staff will be provided with information on the plan via the College's internal communication mechanisms.

1.3.4 Internal Arrangements

The College is committed to ensuring that internal arrangements are in place in order to ensure that the disability duties are complied with and this Disability Action Plan is effectively implemented.

1.3.5 Training

The College is committed to providing ongoing training for staff on disability equality legislation.

1.4 Point of Contact

Responsibility for implementing, reviewing and evaluating this Disability Action Plan will be:

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1.5 Reporting Arrangements

The Colleges are committed to reviewing and updating annually the implementation of our Disability Action Plan to the Equality Commission for Northern Ireland.

The Colleges are committed to carrying out a five year review of the Disability Action Plan.

A copy of this plan and the annual progress reports will be made available for all staff to access on each College website.

1.6 Functions

The College's Corporate Development Plan provides the overarching framework within which the College will take forward the best

interests of the staff and students, sets out the College's vision, values and corporate goals and takes cognisance of its operating environment.

1.7 Policies

To support and implement the functions/services the College operates within policy guidelines laid down by the Department for Employment and Learning, and according to policies as agreed through sectoral negotiation or through the Colleges Management / Governance structures.

- 1.8 The College is committed to promoting equality of opportunity and good relations in accordance with Section 75 of the Northern Ireland Act 1998. This policy should be interpreted in a manner consistent with the aforementioned legislation.

2 PUBLIC LIFE POSITIONS

- 2.1 Participation in Public Life is difficult for Colleges to achieve within the FE Sector in relation to public appointments as it is a Department for Employment and Learning responsibility to appoint Governing Body members. Although the Colleges Governing Body is the only public life appointments made, the Colleges will encourage the involvement of people with a disability in internal working groups, partnerships and focus groups.

- 2.2 The range of public life positions over which the College has responsibility includes user forums and partnerships with the voluntary and community sectors which inform the design and delivery of services and policy development.
- 2.3 A number of College staff are also members of a wide range of partnerships. They will use their influence to raise issues in relation to the participation of people with a disability where under-representation is apparent.

3. Previous Measures

The Colleges have undertaken a number of previous measures to promote positive attitudes towards people with a disability and to encourage their participation in public life. Already there are many examples of good practice in existence. Some of which are outlined below:-

- training for staff
- use of positive imagery in documents/promotion literature
- engagement with groups representing people with a disability.

4 CONSULTATION

- 4.1 The College is committed to ensuring meaningful and effective public involvement and participation to inform the development of the Disability Action Plan. The College will continue to engage with a

wide range of key stakeholders including consulting with people with a disability on the implementation of the plan.

5 TIMESCALES

- 5.1 The measures are allocated across various departments in the Colleges and run concurrently throughout the life of the plan. As such they are considered to carry equal weight.

6 MONITORING

- 6.1 The Colleges will monitor and review outcomes arising from the Disability Action Plan on an annual basis.

7 ACTION PLAN

A detailed Action Plan is set out below

7.1 Public Life Measures

ACTION MEASURES	Timescales	Performance indicators / intended outcome	Responsibility
The College will endeavour to influence DEL to ensure participation of disabled people on the Governing Body of the College.	When vacancies exist and on an on-going basis.	Governing Body will include members with disabilities.	Principal/Chief Executive & Governing Body
Continue to encourage the participation of disabled people on committees and groups across the Colleges.	Reviewed annually Year 1 – Year 5.	Membership of committees / groups to demonstrate increased participation of those with disabilities.	College Management Team Committee Chairs
Encourage students with a disability to participate more fully in College life.	Annually as part of induction and on-going throughout the year. Year 1 – Year 5.	Increased participation in student surveys, Student Union Membership and	Head of Pastoral Care and Student Affairs Officers

ACTION MEASURES	Timescales	Performance indicators / intended outcome	Responsibility
		where applicable non-curricular activities such as students union and sporting activities etc.	
Continue to implement reasonable adjustments for students and staff with a disability.	Ongoing.	Increased retention of students and staff with disabilities.	Head of Pastoral Care and Human Resources
Promote the use of Disabled Go website to encourage participation of prospective students.	Annually and on-going Year 1 – Year 5.	Benchmark usage of Disabled Go webpage.	Head of Estates and Head of Pastoral Care
Review appropriate allocation and usage of disabled car parking facilities on all College campuses.	Annually Year 1 – Year 5.	Appropriate allocation and usage of car parking spaces for use by students and staff.	Head of Estates

7.2 Positive Attitudes

ACTION MEASURES	Timescales	Performance indicators / intended outcome	Responsibility
Ensure staff receive anti-discrimination and SENDO training as part of induction	Ongoing	Monitoring and review of records annually to demonstrate all new staff have received this training.	Director of Corporate and Economic Development
Provision of bespoke training to staff to address specific needs of students with a disability	Ongoing	Based on identified need reviewing the provision of training to relevant staff.	Director of Learning & Customer Support
Disability awareness is provided to all full time students.	Annually September Year 1 – Year 5.	Disability awareness information is incorporated into induction materials.	Head of Pastoral Care
Provision of disability awareness training to staff.	Annual provision in Staff Development Plan Year 1 – Year 5.	Evaluation of training to include evidence of impact training had on attitude towards people with a disability.	Director of Corporate and Economic Development

ACTION MEASURES	Timescales	Performance indicators / intended outcome	Responsibility
Monitor and review the progress of the Disability Action Plan.	Annually August Year 1 – Year 5	Provision of update contained within Progress Report.	Head of Pastoral Care / Deputy Head of Human Resources
Further development of partnerships between disability sector.	Annually Year 1 – Year 5	Increased engagement with representative groups from disability sector.	Director of Learning & Customer Support
Review and implementation of Equality and Diversity on-line training module to ensure disability aspect is relevant and up to date.	Annually Year 1 – Year 5	Improved and up to date information on training module.	Head of Human Resources Deputy Head of Human Resources

