



INTERIM DISABILITY EQUALITY DUTY SCHEME

Introduction

This Scheme sets out how the College's Equality and Diversity Policy is translated into actions which will eliminate unlawful discrimination and promote equality of opportunity for people with disabilities.

1. Legal background

The General Duty

The Disability Discrimination Act places a statutory duty on the College to promote disability equality and to have due regard to the need to –

- Promote equality of opportunity between disabled and other people ;
- Eliminate unlawful discrimination against disabled people and disability-related harassment ;
- Promote positive attitudes towards disabled people ;
- Encourage participation by disabled people in public life ;
- Take steps to take account of disabled people's disabilities, even when that involves treating disabled people more favourably than others.

Specific duties

The College has a duty to prepare and publish a Disability Equality Scheme, showing how the College intends to fulfil its legislative duties and setting out its objectives. In preparing the Scheme, the College must –

- Involve disabled people;
- Assess the impact of its policies and procedures on disabled and non-disabled learners and staff;
- Explain how it will gather and use information related to disability ;
- Produce an Implementation Plan to make progress towards the objectives of the Scheme
- Report annually on progress made under the Implementation Plan ;
- Review and revise the Disability Equality Scheme every three years.

2. What is in the Scheme?

This Scheme sets out the objectives of the College and the Scheme's Implementation Plan sets out the actions it has taken, or intends to take, to achieve those objectives.

The previous Disability Equality Duty Scheme had a three year cycle – progress towards the objectives and completion of the Implementation Plan was reviewed at least every 3 years, and a revised Scheme was created to address issues identified during review. This document is an Interim Disability Equality Duty Scheme which will bridge the period between the end of the last scheme and the incorporation of the College's disability equality duties into a Single Equality Scheme.



3. Objectives of the College with regard to Disability Equality

Central Sussex College is working with others to close the gap between the expectations, experiences, education, qualifications and employment of people with disabilities and non-disabled persons. Our aim is to create an inclusive culture and we are committed to :

- A. Promoting equality of opportunity for learners, staff and customers who have, or do not have, disabilities ;
- B. Responding positively to the needs of individual staff and learners with disabilities, and supporting them in their educational or career aspirations ;
- C. Involving learners and staff with disabilities in the assessment and development of policies, projects and procedures at the College ;
- D. Challenging stereotyping and prejudice related to disability ;
- E. Investigating and eliminating any areas of discrimination between disabled and non-disabled staff, customers or students ;
- F. Ensuring that incidents of bullying or harassment related to disability are effectively addressed through the staff and student disciplinary procedures ;
- G. Ensuring that staff, students, work-based learning providers and contractors understand and share the College's commitment to disability equality, and put it into practice ;
- H. Improving the knowledge and understanding of disability of learners and staff ;
- I. Improving the physical environment of the College to make it more accessible to all ;
- J. Carrying out Equality Impact Assessments of College policies and procedures ;
- K. Monitoring our progress and setting targets where appropriate ;
- L. Fostering good relations between persons who have a disability and persons who do not ;
- M. Publicising our policy, scheme and action plan through the College website, staff intranet and student intranet.

4. Equality Impact Assessment

Equality Impact Assessments are a tool that the College uses to assess existing and proposed policies and procedures in order to –

- Ensure that learners and staff with disabilities are not disadvantaged
- Identify where equality of opportunity and an inclusive culture can be promoted.

5. Consultation

Staff are consulted primarily through the Equality and Diversity Committee but also through their trade unions at the College Joint Forum, where appropriate. Student views are sought through the operation of the Learner Involvement Strategy. In addition, specific consultation exercises are held. The Equality and Diversity Committee is charged with overseeing the progress of the Interim Disability Equality Duty Scheme Implementation Plan.



6. Reporting

Progress is reported through the annual Equality and Diversity Self-Assessment Review and other progress reports. These reports are presented to the Corporation, the College's Equality and Diversity Committee and College Leadership Team as appropriate.

7. Disability Statement for Students

A Disability Statement for Students giving information about the admissions process ; support while studying ; emergency evacuation procedures, complaints procedures and physical access information about the College will be prepared, published on the website and student intranet, and updated at least annually.

8. Interim Disability Equality Duty Scheme Review and Revision

The Scheme will be reviewed as the College's Single Equality Scheme is developed during the academic year 2009/10, in order that the College's disability equality duties are incorporated into the new scheme.

9. Responsibility

The Corporation will:

- Ensure that the Interim Disability Equality Duty Scheme is reviewed and, when appropriate, updated.
- Receive progress reports on Disability Equality Duty Scheme Implementation Plan.

The Principal will:

- Oversee the Disability Equality Duty Scheme and monitor progress towards its Implementation Plan;
- Ensure that staff and students with disabilities are involved in developing and assessing the Scheme and other policies and procedures in the College ;
- Ensure that learners are made aware of the Disability Statement for Students; the Interim Disability Equality Duty Scheme and its Implementation Plan; the procedures available for reporting disability-related incidents, and the measures which may be taken in tackling those incidents;
- Ensure all staff are made aware of the Interim Scheme and its Implementation Plan, and associated procedures, and that appropriate disability-awareness training is given;
- Ensure that the appropriate action is taken in cases of discrimination and harassment related to disability;
- Ensure that the Disability Statement for Students is kept up to date
- Ensure that steps are taken to foster good relations between disabled and non-disabled people.

The College Leadership Team will assist the Principal by making sure that their faculties and departments are aware of their responsibilities under the Scheme, and that the action points in the Implementation Plan are completed.



All staff will:

- Report and deal with incidents of disability discrimination and harassment, and challenge inappropriate attitudes and behaviour by other staff and learners;
- Take action on those items for which they are responsible under the Implementation Plan;
- Respond positively to the individual needs of learners and colleagues who have disabilities and support them in their career or educational aspirations;
- Foster good relations between disabled and non-disabled people;
- Attend appropriate training.

All lecturers will:

- Address and promote disability equality within curriculum and delivery strategies;
- Monitor curriculum content from a disability equality perspective, to include, teaching methods and materials, classroom values, guidance, referrals to counselling, additional support services and assessments.

The Equality and Diversity Committee will:

- Oversee the Interim Disability Equality Duty Scheme and monitor progress towards the Scheme's Implementation Plan.