

Coleg Morgannwg Disability Equality Scheme 2006-9

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1. Introduction

Coleg Morgannwg is one of the largest Further education Colleges in Wales. The College mainly serves the geographical area of Rhondda Cynon Taf.

The College attracts learners from a wide variety of backgrounds delivering a broad curriculum choice. Learners study primarily at five substantial campuses with many others studying in community based centres.

The College strives to ensure that all staff, students and people who have contact with the Corporation are treated with equality and fairness. The College's commitment to equality of opportunity, both as an employer, and as a service provider is set out in its equal opportunity policy.

The Disability Discrimination Act (2005) requires Public Bodies to produce and maintain a Disability Equality Scheme (DES). The College has a record of responding positively in the field of equal opportunity and this document is a positive response to the specific duty to produce a scheme.

The Scheme aims to assess the impact of current practices by consulting with key stakeholders. The impact is then assessed and a 3 yearly action plan produced to address key issues.

2. Statement of how disabled people have been involved in developing the scheme

The College undertook to consult with key stakeholders prior to developing its DES. The following summarises the action taken:

- a. The College Disability Equality Group developed a process for consulting stakeholders in May 2006;
- b. The Head of Learner Services met with specialist staff involved with supporting learners with disabilities/learning difficulties on 25th May 2006;
- c. All staff were sent an email on 13th June 2006 inviting involvement in developing the scheme;
- d. On the 6th of June the Head of our Vocational Preparation School wrote to members of the College LLDD steering group, who are representatives of a wide range of organisations working in the field; and
- e. The Head of Learner Services met with the College Student Parliament 15th June 2006 and sought input to the scheme's development.

3. Summary of findings from information gathering.

Annexe A is a summary of the comments received from the consultation process. It is noted that there was a fairly low response to those contacted by mailed questionnaire.

4. The action plan (steps Coleg Morgannwg will take to comply with general duty)

When carrying out their functions public authorities must have due regard to the need to:

- eliminate disability related harassment;
- eliminate unlawful discrimination;
- promote equal opportunities;
- promote positive attitudes towards disabled persons;
- encourage participation by disabled persons in public life.
- take account of disability, even where that involves treating disabled persons more favourably than other persons

The College Action plan responds to the need to meet the general duties stated above. See Annexe B for the College action plan.

5. Arrangements for gathering information about performance of Coleg Morgannwg on disability equality

The College Equal Opportunities Committee and its Disability Equality sub committee meet regularly and discuss performance indicators relating to equality. An annual equal opportunities report reviews quantitative and qualitative performance indicators relating to staff and students.

Currently recruitment and retention information is gathered as well as feedback from student questionnaires and complaint systems. It is hoped that performance indicators relating to attainment will be developed during the life of the current disability action plan.

6. Arrangements for assessing the impact of the activities of Coleg Morgannwg on disability equality.

The College considers the impact of its strategies when developing its institutional plans. The equal opportunities committee has a specific remit to monitor the impact of what it does on disability equality. The equal opportunity committee produces an annual report which is considered by the Strategic Management Team (SMT) and Corporation Board.

7. Details of how Coleg Morgannwg is going to use the information gathered, in particular in reviewing the effectiveness of its action plan and preparing subsequent schemes.

The Equal opportunities committee and SMT will review progress on the action plan termly. There will be a root and branch review of the plan on a three yearly basis. At each review point the action plan could be amended to ensure that the plan remains current and valid.

Annexe A – Summary of feedback from Consultation.

Respondent	Good/outstanding features?	Ways the College could improve	Other comments
Wales Council for the Deaf	Having in place support systems for people with disabilities for all aspects of College life both academic and non academic	Consulting with current students with disabilities who will have an on the spot view of what is required	All staff in contact with students should have awareness training as a matter of urgency.
Ysgol Hen Felin	Correct pace to learning, good range of activities offered. Students given a clear outline of what is required of them during their course.	Could be more links with other students across the College	
Member of staff PD	the vocational access staff who work above & beyond the call of duty for their students (often for low pay & long hours).	<p>as a priority, the college should provide some slack in the system, so that staff who are on sick leave are immediately (same day) covered by 'on-call' temporary staff - this would reduce the burden and prevent a knock-on effect in terms of staff & student welfare.</p> <p>The college should employ more qualified dyslexia tutors. I think I'm right in saying there are 2, who are expected to cover 6 campuses</p>	<p>I was interested (once) in training (at my own cost) to become a dyslexia tutor - but there are no guarantees that the college would employ staff in this capacity, once they had undertaken the necessary training.</p> <p>I would not be interested in becoming part of the Disability Equality Group if the purpose is simply to draft up another policy document (which bears scant resemblance to the reality).</p> <p>Unfortunately I do not have the power to action real change - such as providing an Evac chair (& training) for disabled people to evacuate the LRC, with dignity, in the event of fire.</p> <p>I believe that LRC staff should be</p>

Respondent	Good/outstanding features?	Ways the College could improve	Other comments
			informed about students with specific disabilities (such as dyslexia, so that we can offer reading aids) and mental health problems - so that we can be proactive in providing the right type of support and protecting ourselves.
Student Parliament		<ul style="list-style-type: none"> • Disabled parking is difficult on some sites so there should be more and they should be policed • Canteen furniture and layout should be more disability friendly (loose chairs and tables are better - lower counters) • Heights of some equipment are difficult e.g. payphones, vending machines, counters • Induction should include disability awareness - also a view induction goes over student's heads as it is too packed at a time when they are new and nervous. • Worries about some areas accessibility and need to ensure this is timetabled to ground floor when needed. • View that courses could build disability awareness into assignments such as those done for Key Skills. • Concerns expressed about fire evacuation procedures for persons with disabilities. 	

Respondent	Good/outstanding features?	Ways the College could improve	Other comments
Careers Wales (Jayne Tilley)	Discrete provision is good. College tries to be flexible and support individuals	I feel that there needs to be a greater understanding & acceptance of students with special needs in some of the main stream departments	

Coleg Morgannwg – Disability Equality Action Plan

Specific actions to be undertaken
1. Actions to eliminate disability related harassment;
1.1 All staff to receive awareness training
1.2 Include disability awareness in all student induction programmes
2. Actions to eliminate unlawful discrimination
2.1 Complete DDA buildings adaptation planned work
2.2 Ensure DDA impact assessment occurs for all new and revised policies.
2.3 Work with transport companies to integrate disabled persons onto College transport
2.4 Increase parking spaces for persons with disabilities and ensure their proper use.
2.5 Canteen and other public furniture and equipment to be tested for disability friendliness
2.6 Timetables must be adjusted to take account of physical disabilities e.g. teach class on ground floor.
3. Actions to promote equal opportunities
3.1 Termly meetings of College Disability Equality Group.
3.2 Increase the number of disabled students on mainstream courses.
3.3 All admission interviews for students to include information and possibly questions that promote equal opportunity.
4. Actions to promote positive attitudes towards disabled persons
4.1 Include disability awareness in all student induction programmes.
4.2 Investigate adapting Key Skill assignments to include disability awareness.
5. Actions to encourage participation by disabled persons in public life
5.1 Ensure student parliaments include representatives with disabilities.
5.2 Include a disabled student and member of staff on the Disability Equality group
5.3 Include a disabled student and member of staff on the Equal opportunities group.
6. Actions to take account of disability, even where that involves treating disabled persons more favourably than other persons
6.1 Introduce enhanced student admission procedure
7. Publish a Disability Equality Scheme by no later than 4th December 2006
7.1 Publish DES
8. Report on progress against action plan every year
8.1 Disability Equality Group to review action plan progress termly
8.2 Produce annual progress report for the Corporation
9. Review and revise scheme every 3 years
9.1 Produce revised scheme for the Corporation's approval