

DES Report 2006-07

Overview

The University's Disability Equality Scheme (DES) and Action Plan were approved by Governors in November 2006. The comprehensive action plan which formed part of the DES covers all aspects of the University. This report on the first year of operation of the DES highlights areas where the University has delivered against its actions and also states where more could be achieved.

The Executive, Deans of School and Heads of Service have a strong personal commitment to the University's disability equality agenda which has been demonstrated through their on-going implementation of actions in the DES. There is still a need to improve the University's effectiveness with regard to some specific areas, such as equality impact assessment and most importantly sharing of best practice across the University.

Elimination of Discrimination and Harassment

The University continues to work towards the elimination of discrimination, harassment and unfair disadvantage in relation to a person's disability. A number of policies were already in place before the development of the DES which provided solid foundations on which to build in the future. Whilst there is always more progress to be made the University has encountered a very small number of claims of discrimination on the grounds of disability in the last year.

Provision of Support

One of the University's key strengths was that the University continued to deliver a wide range of successful activities particularly in relation to provision of support and services for students. Alongside this we have improved the effectiveness of our support for staff with health issues particularly with regard to return to work.

The University's Disability Support Service of Middlesex University, based at the Enfield campus provides advice and support to students with disabilities - in its widest sense - including physical difficulties, sensory impairments, long term medical conditions, mental health difficulties and specific learning difficulties (e.g. dyslexia). The support offered included provision of advice on course related study needs, arranging support such as note takers, personal assistants, sign language interpreters, readers, liaison with tutors and funding authorities and arranging special provision for examinations. The service also provides advice, guidance and assessment for staff at Middlesex University.

The North London Regional Access Centre continued to provide an assessment service for any student in the region wishing to apply for support through the Disabled Students' Allowances. The Access Centre also offered training and support to these students once they had obtained their recommended equipment. Both enterprises generated enough income to be financially self sufficient. During the year 793 students were assessed for Disabled Students Allowance support, which is around 100 less assessments than the previous year.

There are currently 790 students listed on the student record system as having a specific disability and/or learning difficulty. The Access Centre undertook 908 assessments and 380 took up the provision of Assistive Technology Training.

All students with a declared disability have been contacted by Learning Resources campus representatives and where a need has been expressed a meeting was arranged. Learning Resources are very proactive in providing equipment to support disabled students covering areas such as; specialist equipment, computer software, access for carers, general guidance and support. Annex 1 provides a statistical breakdown of the disabled student population and the usage of the University's Assessment Centre.

In relation to employees apart from ongoing support the University has adopted more proactive approach and joined up methods of providing the most appropriate support for disabled employees. Without adversely impacting on confidentiality the University has linked occupational health with disability through its HR systems to ensure that an individual receives advice support and guidance at the earliest possible time. This has resulted in a number of employees benefiting from more effective reasonable adjustments ranging from movement of office accommodation, more appropriate working patterns, easily portable equipment.

Promotion of Disability Equality and Involvement of Disabled People

The University has tried to positively promote disability equality across all our activities. One of the areas of focus in the corporate plan was the enhancement of the student experience. Whilst this is not disability specific the aim of strengthening the service culture at the University will particularly benefit disabled students. We are working towards the delivery of easily accessible administrative processes to relieve the stress this can cause. Where students do face problems we have aimed to ensure they are sympathetically and ably supported and that problems are resolved quickly. We encourage and support students with disabilities. You are welcome to visit our campuses at any time to evaluate our facilities and talk in confidence about your needs. We provide advice and support to students with disabilities, physical difficulties, long term medical conditions, sensory impairments or specific learning difficulties (e.g. dyslexia).

An example of an integrated approach in developing innovative progress for disabled students was HSSC staff exploring the benefits of OASISplus for all students. Their research was inclusive in its thinking placing the needs of disabled students alongside those of other students to explore how the use of; discussion boards, video, sound as well as word and pdf files for teaching materials and learning, plus the possibilities of quizzes and timed tests for assessment could be of particularly benefit to disabled students. The full outcomes of the research are awaited to assess how OASISplus can enhance the learning experience for disabled students.

The London North Aimhigher Partnership, which is based at the University's New Southgate campus, has won two prestigious education prizes this year, for a project aimed at transforming the lives of disabled young people. This partnership teamed up with the Barnet National Autistic Society to provide support, advice and guidance to disabled young people who were making the transition to further and higher education. Together, these two organisations were winners in the category of 'Voluntary Sector Organisation of the

Year' at the London Education Partnership Awards. The Aimhigher project has also won the Times Higher Education Supplement award in the category of, 'Outstanding Support for Students with Disabilities'. These awards are prestigious and highly competitive. The award recognises the imaginative and innovative work undertaken by the London North Aimhigher Partnership based at Middlesex University to encourage, help and support disabled student realise their potential and succeed in a university education.

The University has been proactive in offering; free of charge, appropriate space for events for disabled organisations such Disability Action Barnet. On completion of the infrastructural changes on the Hendon Campus there should be more opportunities for provision of facilities for local and student disabled groups to stage events.

Our Workforce

The overall percentage of disabled staff has decreased to 4.0 % in 2006-07 from 4.6% in the previous year. This decrease was mainly due to disabled staff leaving the University in 2006-07 on the voluntary redundancy scheme. On the recruitment front there was a substantial increase in the number of applicants with disabilities in 2006-07 but there were no successful applications. This remains a concern but it would appear that we been much more successful in gaining the confidence of applicants to notify the University of their disabilities. We need to ensure that we continue to attract disabled applicants but also that we see an increase in the employment of those applicants.

The University continues to be robust in its monitoring processes to ensure that disabled people receive support on a timely basis and that they suffer no disadvantages because of their disability. New procedures have been introduced to ensure that leave related to disability whether such as for rehabilitation purposes, sickness or emergencies is recorded separately to ensure no disadvantage is suffered by disabled people. Annex 1 provides a breakdown of the disclosure of disability at the University for 2006-07.

Middlesex University continued to be a Disability Symbol user in order to support the recruitment, selection and promotion of disabled people. However a major disappoint in recruitment and selection was the lack of success for disabled people who applied. Although there was a substantial increase in the overall number of applicants to 37 they were all for APT&C posts and not one of them was shortlisted. This is even more disappointing as we are a Disability Symbol user yet no guaranteed interviews were undertaken.

Monitoring our Effectiveness

The University continues to monitor disability across a range of activities including admissions, assessment, attainment, recruitment and selection, and all other areas where data is available. There are some gaps in our monitoring which will be filled with the implantation of new management information systems to ensure we cover areas such as staff development.

MIDDLESEX UNIVERSITY

DISABILITY EQUALITY POLICY AND ACTION PLAN 2006-09 - PROGRESS

Action	Nature of Action	Overall Responsibility	Delivery Agent(s)	Start Dates	Review Dates
1. Excellence in Teaching, Learning, Assessment and Research					
1.1	<p>Schools will continue to review their curriculum offer and learning materials at under- graduate, post-graduate and research levels to establish the extent to which they:</p> <ul style="list-style-type: none"> • promote disability equality and equality of opportunity for all; • promote good relations between disabled people and other groups; <p>respond to disability diversity.</p>	Deans of Schools	Associate Deans -Learning and Quality Enhancement and Centre for Learning and Quality Enhancement, and Associate Deans - Research	2006 onwards	Nov 2007 – As part of the annual review of equality and diversity progress on this action was assessed.
1.2	That the delivery of the Learning Framework ensures subjects and programmes include consideration of disability equality issues and where appropriate support the promotion of disability equality	Deputy Vice-Chancellor	Associate Deans - Learning and Quality Enhancement and Centre for Learning and Quality Enhancement	2006 onwards	July 2008 – The Learning Framework is in operation and disability issues have been incorporated. A fuller review will take place in July 2008

1.3	That no student or staff member is disadvantaged in undertaking research by virtue of their condition or impairment	Assistant Vice-Chancellor Research	Associate Deans - Research	2006 onwards	Nov 2007 – There has been no evidence of any disadvantage
1.4	Report on the attainment of students with an analysis of the results going to Academic Board. There will be a focus on data in relation to the disability of students	Academic Registrar	Registry / Academic Board	2006 onwards	Nov 2007 – This report was taken at Academic Board and more detailed analysis will be undertaken by the
1.5	In depth analysis of student attainment and provision of an annual report	Academic Registrar	Teaching and Learning Committee and Equal Opportunities Committee	2006 onwards	Nov 2007 – see above
2. Governance, Management and Monitoring					
2.1	Obtain approval from Board of Governors to implement the revised Disability Equality Scheme	Vice-Chancellor	Equalities and Diversity Manager	Nov 2006	This was achieved.
2.2	To be responsible for fulfilment of the general and specific duties of the Disability Discrimination Act 2005	Deans of School and Heads of Service	Schools and Services	April 2007 onwards	This action has been picked in the annual review and is an ongoing commitment.
2.3	Provide equality and diversity monitoring data on all aspects of the University's recruitment and selection process.	Head of Human Resource Services	Management Information Manager	2006 onwards	Nov 2007 – This has been achieved and is an ongoing commitment.

2.4	Review work undertaken with partner institutions and community organisations within the UK complies with the University's Disability Equality Scheme and Equal Opportunities Policies	Deputy Vice-Chancellor		2006 onwards	September 2007 – This forms part of the partnership arrangements and will continue to be monitored. To date there are no outstanding issues.
2.5	Undertake Equality Impact Assessment of policies and projects using process outlined in the Disability Equality Scheme	Vice-Chancellor	Managers with responsibility for policy or project	2006 onwards	Nov 2007 – There has been limited success in delivery of this action and requires more work. This is being assessed through the development of more rigorous procedures and systems.
2.6	Continue to utilise the Disability Equality Group as a body to assess and prioritise the policies and projects for Equality Impact Assessment	Equalities and Diversity Manager	Equalities and Diversity Manager	2006 onwards	Nov 2007 – The Group has been expanded and its involvement will be enhanced during 2008.
2.7	Provide equality and diversity monitoring data on all aspects of the workforce employed at the University including complaints, disciplinary cases, redundancy and dismissals.	Head of Human Resource Services	Human Resource Services Managers	2006 onwards	Nov 2006 – This action has been achieved but is an ongoing commitment. The introduction of a new HR system will improve and enhance the delivery of data. The number of cases on the grounds of disability has been very low.
2.8	Provide equality and diversity monitoring data on all aspects of the student population at the University	Academic Registrar	Statistical Digest Team	2006 onwards	Jan 2007 – This has been achieved and is incorporate in the statistical data on the University and is included in the annual review of equality

					and diversity.
2.9	To review the HR systems and procedures in operation across campuses and schools comply with the University Equal Opportunities policies and Disability Equality Scheme. Identify and specify any additional standards which are needed	Directors of Resources and Students	School / Campus based HR administrative staff	Dec 2007	July 2008 – This is an ongoing action. The HRS Management Team is undertaking work to re-map the policies and procedures as part of its equality impact assessments plan.
2.10	Analyse the review of HR systems and procedures in operation across the University	Head of Human Resources	Equalities & Diversity Manager and HRS Managers	Feb 2008	Sept 2008 – This action will be undertaken on completion of the work above in 2.9.
2.11	Maintain the set of minimum standards to ensure tendering, selection and monitoring processes comply with the University's Equal Opportunities Policy and Disability Equality Scheme	Director of Corporate Services	Major Project Programme Director	On-going	May 2008 – This action will be undertaken next year.
2.12	Analysis of relevant disability monitoring data, both quantitative and qualitative relating to students and staff	Head of Human Resource Services	Equalities & Diversity Manager	2006 onwards	Nov 2007 – This action has been undertaken as part of the annual review process
2.13	Report on outcomes of disability monitoring to the Equal Opportunities Committee and the Board of Governors, as well as to staff and students	Head of Human Resource Services	Equalities & Diversity Manager	2006 onwards	Annually - This action has been undertaken as part of the annual review process

2.14	Ensure the equality and diversity issues continue to be an integral part of the University's operation	Director of Corporate Services	Equalities & Diversity Manager	2006 onwards	June 2007 – This is an ongoing commitment. An internal audit was undertaken which highlighted some further areas of action. These actions are being undertaken and include greater contact with senior academic and administrative managers.
2.15	Ensure that all University the development, improvement and maintenance of physical / infrastructural estates and facilities complies with Disability legislation	Director of Corporate Services	Head of Estates and Director of Projects	2006 onwards	June 2007 – This is an ongoing action and work is continuous.
2.15	Provide support, assistance and assessment for disabled students and staff to include the provision of all Learning Resources services including ICT software	Head of Learning Resources	Disability Support Service and Learning Resources Managers	2006 onwards	On-going – This action has been fulfilled and is under continuous review.
3. Developmental and Training Activities					
3.1	That student induction will include equality and diversity aspects to inform students of University policies and provide information on where students can obtain help and support on these matters	Directors of Resources and Students	Campus administrative staff	2006 onwards	Nov 2007 – This action has been partly fulfilled and further work will be undertaken in relation to the student experience project.
3.2	Continue to offer a programme of essential	Staff Development Manager	Staff Development	2006 onwards	August 2007- This has been achieved and will be an

	training for all staff on equal opportunities including the promotion of disability equality		Team		ongoing commitment.
3.3	Establish monitoring of participation by disabled staff of development and training activities	Staff Development Manager	Staff Development Team	2006 onwards	Annually – This action has not been fulfilled but will form part of the implementation of the new HR system in 2008
3.4	Ensure that all Deans and Heads of Service are briefed on Equality Impact Assessment	Equalities & Diversity Manager	Equalities & Diversity Manager	Feb 2007	Annually from 2007 – This has been achieved and review sessions will be held to ensure awareness of the required actions.
4. Communications, Marketing and Community Links					
4.1	Establish and maintain links with as broad a range of local community groups, private sector organisations and local authorities	Equalities & Diversity Manager	Equalities & Diversity Manager	2006 onwards	March 2007 – This has been achieved and recognised through the winning of 2 awards by the Widening Participation Team
4.2	Promote diversity at Middlesex University and with our doorstep communities through creation of a viable dialogue that may include consultation and the sharing and development of good practice on disability equality and diversity issues.	Equalities & Diversity Manager	Equalities & Diversity Manager	2006 onwards	March 2007 – This has been partly achieved but more work is required to improve the existing dialogues.
4.3	Continue to ensure that images which reflect the diversity of the University	Director of Communications	Corporate Communications Team	2006 onwards	On-going with annual review

	staff and students and its multi-cultural environment will be represented across all University publications				
4.4	Continue to identify and promulgate information, news items, success stories concerning disability equality across the University via media such as Middlesex World, the Intranet and the student website, 24-7	Director of Communications	Corporate Communications Team	2006 onwards	On-going with annual review
4.5	Ensure that taken as a whole the University's marketing publications and events are representative of our diverse student population including disability	Director of Marketing	Marketing Team	2006 onwards	On-going with annual review
4.6	Ensure that the University's Websites are accessible to all staff and students comply with Disability legislation and best practice	Director of Marketing	Web Team	2006 onwards	On-going with annual review
4.7	Ensure that the University's ICT systems such as OASIS, MISIS, Oracle HR & Finance, email and timetabling are accessible to all staff, and students (where appropriate) comply with Disability legislation and best practice	Head of CCSS	Applications / Infrastructure / Operations Group Managers	2006 onwards	On-going with annual review
4.8	Ensure that the School's ICT systems are accessible to all staff and students and	Deans of School		2006 onwards	On-going with annual review

	comply with Disability legislation and best practice				
5. Organisational Behaviours					
5.1	Continue to support harassment advisors, who will assist staff or students who feel they have been subjected to bullying or harassment.	Equalities & Diversity Manager	Equalities & Diversity Manager	2006 onwards	Feb 2007 – This has been achieved but is an ongoing commitment. Positive feedback has been received from people who have used this service.
5.2	Disseminate the University's policies and procedures on bullying and harassment to all staff and students through; 24-7- the student internet, global emails, articles in Middlesex World and any other appropriate media	Equalities & Diversity Manager	Equalities & Diversity Manager and Corporate Communications Team	2006 onwards	Nov 2007 – Achieved and will be reviewed in 2008.
5.3	Develop a set of corporate values to provide a framework in which behaviours at work can be linked to.	Equalities & Diversity Manager	Equalities & Diversity Manager	Nov 2006	Mar 2008 – Achieved and a review of their impact will be undertaken in 2008.

Annex 1
Enrolled Students indicating disability / specific learning difficulty 2006-07

DISABILITY	Total No: of students	Receiving DSA funding
Dyslexia / dyspraxia	460	256
Visual impairment	17	4
Hearing impaired	36	14
Mobility impaired	18	5
Mental Health	26	11
Unseen disability	98	21
Multiple Disabilities	19	9
Other Disabilities	112	26
Aspergers	4	1
Total	790	347

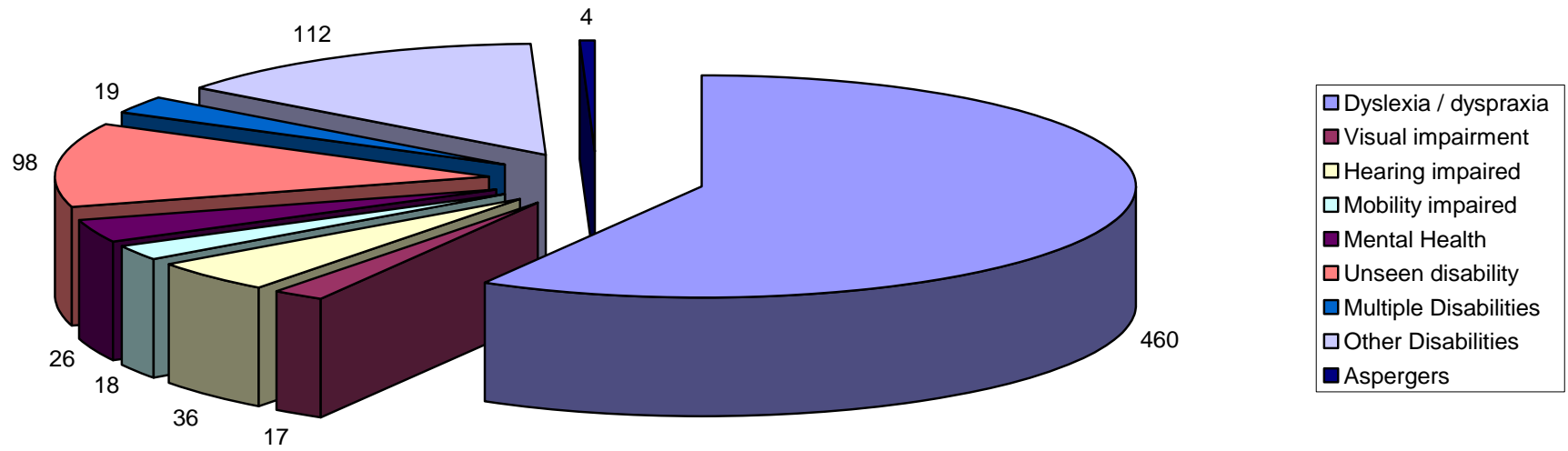
ACCESS CENTRE 2006-2007

Access Centre Client Base by Disability	Assessments (Inc MU students)	Assistive Technology Training
Specific Learning Difficulties (e.g. Dyslexia / Dyspraxia)	624	Breakdowns not recorded
Blind/partially sighted	19	“
Deaf/hard of hearing	24	“
Wheelchair user/mobility difficulties	28	“
Mental Health difficulties	43	“
Unseen disability	101	“
Has two or more of the above	50	“
Disability not listed above	15	“
Aspergers	4	
Total	908	380

Staff Notification of Disability August 2007

Type of Disability	Number of Staff
Dyslexia / dyspraxia	8
Visual impairment	4
Hearing impaired	18
Mobility impaired	12
Mental Health	7
Unseen disability	14
Multiple Disabilities	0
Other Disabilities	1
Disability Not Indicated	16
Total	80

Disability Categories Notified by Students 2006-07



Disability Categories Notified by Staff 2006-07

