

## **Northumberland College Disability Equality Statement**

We aim to be proactive in the promotion of equality. We will respond to the requirements of the Disability Discrimination Act 1995 and Special Educational Need and Disability Act 2001 by:

1. ensuring that all governors, staff and students are aware of the College's commitment to removing barriers to access
2. conducting, at least annually, a thorough analysis of student data including recruitment, retention, and achievement to assess the progress the College is making in the recruitment and delivery of provision and support to learners who have learning difficulties and/or disabilities
3. conducting, at least once every two years, a staff survey in order to assess the College's effectiveness in supporting staff who have disabilities and to inform future developments
4. making the results of these analyses and surveys available on the College staff net
5. reviewing the results of the analyses in order to assess the current position, to measure progress and the impact of actions taken, to identify trends and issues and to plan future actions
6. conducting an annual audit of the College's premises in order to inform the College's facilities development plans
7. regularly reviewing the College's promotional materials, including the prospectus, the web site, and documentation used by learners to ensure that the needs of learners who have disabilities are recognised and addressed
8. reviewing the College's Disability Statement annually in order to ensure that it provides up to date information to learners and prospective learners
9. organising staff development to support the engagement of learners who have learning difficulties and/or disabilities
10. to establish and maintain strong links with external organisations able to support the College in its aims through the provision of information, advice and training
11. in consultation with staff groups, producing an annual action plan<sup>1</sup> for development and improvement

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<sup>1</sup> Actions relating to this aspect of the College's work will be captured into the Equality and Diversity Action Plan