

Disability Inclusion Framework

Accessibility Co-ordination Group

- Director of Human Resources (Chair)
- Director of Technology, Estates and Facilities
- Student and Academic Services
- Human Resources
- IT Services
- Academic member of staff
- Staff representative (Co-chairs of INCLUDE)
- Student representatives (YUSU and GSA)
- Trade Union representative
- Equality and Diversity Office (Secretary)

Purpose

1. To oversee and receive updates and recommendations on the development of initiatives to support disability inclusion, from the following work streams:
 - Accessibility Working Group
 - E-Accessibility Working Group
 - Culture and Good Practice Working Group
2. To keep up to date with HE sector good practice and legislation related to disability equality and ensure appropriate mechanisms are in place to implement or make recommendations accordingly.
3. To promote awareness of disability related issues across the institution.
4. To receive updates on disability related issues from INCLUDE, YUSU and GSA.
5. To communicate and engage with staff, students and external groups on disability equality initiatives.
6. To report progress of initiatives and make recommendations to the University Equality, Diversity and Inclusion Committee.

Accessibility Working Group

- Strategic Projects Manager, Directorate of Technology, Estates and Facilities(Chair)
- Engagement Officer, Directorate of Technology, Estates and Facilities
- Access Officer, Directorate of Technology, Estates and Facilities
- Director of Estates Development
- Equality and Diversity Office
- Staff representative (Co-chairs of INCLUDE)
- Student representative (GSA and YUSU)
- IT Services
- Academic member of staff
- Trade Union representative

Purpose

1. To oversee the development of the University's inclusive campus and community agenda and objectives with regard to disability and wider equality issues.
2. To consult, engage and communicate with diverse students, staff and visitors on the preparation, development and progress of the disability objectives.
3. To promote awareness in respect of estate design and management and culture across the institution.
4. To consider and approve a programme of innovative beacon activities aimed at improving disability access and the wider inclusion agenda.
5. To take account of relevant legislation and good practice.
6. To consider possible approaches to external agencies and funders with regard to disability issues
7. To raise issues of disability equality and inclusion to relevant University groups and committee where this requires further action e.g HR, IT, Estates Services
8. To receive regular updates on current good practice on accessibility issues.

E-Accessibility Working Group

- Head of Programme Design and Learning Technology (PDLT)
- Academic Support Office
- Communications
- IT Services
- Human Resources
- Disability Services
- Equality and Diversity Office
- Academic member of staff
- Library and Archives
- Staff representative (Co-chairs of INCLUDE)
- Student representative (GSA and YUSU)
- Trade Union representative

Purpose

1. To provide guidance across the University on the approach to accessibility statements, through regular testing and reporting.
2. To review, manage and recommend appropriate software requirements and licences to support e-accessibility across the University.
3. To coordinate and plan training for all staff to ensure key accessibility principles are adopted when using digital systems.
4. To undertake an audit and develop a system of allocation of the current provision of assistive technology and equipment available for disabled staff and students.

Culture and Good Practice Working Group

- Head of Equality and Diversity (Chair)
- Human Resources
- Student Hub
- People and Organisational Development
- Open Door and Disability
- Occupational Health
- Equality and Diversity Office
- Academic member of staff
- Staff representative (Co-chairs of INCLUDE)
- Student representative (GSA and YUSU)
- Trade Union representative

Purpose

1. To produce and communicate process maps for disabled staff and students identifying appropriate services, support plans and adjustments.
2. To review and extend the provision of university policies and guidance to support disability inclusion.
3. To procure the provision of disability awareness training for all staff, including raising the profile of national disability awareness days.
4. To explore the benefits and opportunities for the university joining the Disability Confident scheme or similar schemes and make appropriate recommendations to the Accessibility Coordination Group.