

NRC Disability Action Plan 2019 - 2024 as at March 2023

1. Public Life Measures

ACTION MEASURES	Timescales	Performance indicators / intended outcome	Progress as at March 2024
The Colleges will endeavour to influence the Department for the Economy to ensure participation of disabled people on the Governing Body of the Colleges.	When vacancies exist and on an on-going basis.	Governing Body will include members with disabilities.	<ul style="list-style-type: none"> • Difficulty with achievement of this measure due to appointments being made externally. • Sector Equality group have written to Department for Economy.
Continue to encourage the participation of disabled people on committees, student representatives on the Governing Body and groups across the Colleges.	Reviewed annually Year 1 – Year 5.	Membership of committees / groups to demonstrate participation of those with disabilities.	<ul style="list-style-type: none"> • There has been an increase of Level 1 students represented on the Students' Union. • Students' Union Disability Officers elected annually across College campus sites. • Efforts have been made to establish a student disability forum however there was no uptake.
Encourage students with a disability to participate more fully in College life.	Annually as part of induction and ongoing throughout the year. Year 1 – Year 5.	Increased participation in student focus groups, student surveys, Students' Union Membership, and where applicable non-curricular	<ul style="list-style-type: none"> • Various student focus groups have taken place over the year. Students with disabilities are encouraged to attend these.

		<p>activities such as student's union and sporting activities etc.</p>	<ul style="list-style-type: none"> • Students with disabilities have been elected to Students' Union. • Equality Manager meets with Students' Union to help ensure any activities planned are accessible to all. • Student Services provide differentiated information across the College ensuring accessibility. • To ease transition to College our Education Support staff have arranged events for school SENCOs. Students are also offered transition visits and orientation videos have been produced. • Student Induction pack and videos and all information is made available to them digitally.
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<p>Increase awareness of specific barriers faced by people with a disability including through linking in with National Awareness days or weeks.</p>	<p>Ongoing.</p>	<p>Increased awareness and understanding of barriers faced by people with a disability.</p>	<ul style="list-style-type: none"> • We have participated in various awareness raising campaigns throughout the year including Autism Awareness Day, Down Syndrome Socks Day, World Mental Health Day, Cancer Awareness, Deaf Awareness Week and HIV awareness day. Neurodiversity Week • We highlighted Learning Disabilities Week to staff and provided short training videos on each difficulty. • We highlighted and ran a full week of sessions for Neurodiversity Awareness week. • The College continues to be an active member of the Northern Adult Autism Advice Service where multidisciplinary advice is offered to those either seeking employment or attending a course at the College.
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Promote the use of AccessAble website to encourage participation of prospective students.	Annually and on-going Year 1 – Year 5.	Benchmark usage of AccessAble webpage.	<ul style="list-style-type: none"> • The guides are promoted to both staff and students via a link to the AccessAble website on the front page of College's website. • Literature has been placed at campus receptions. • AccessAble were invited to meet with key College staff to discuss further promotion of the guides.

			<ul style="list-style-type: none"> • A College student has become Northern Ireland's AccessAble champion, a social media campaign has been produced to promote this.
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1.2 Positive Attitudes

ACTION MEASURES	Timescales	Performance indicators / intended outcome	Progress as at March 2023
Create an open an inclusive workplace culture which displays respect for those with mental ill health.	Ongoing	Positive engagement, increased provision of information and monitoring.	<ul style="list-style-type: none"> • The College have trained a cohort of staff in Mental Health First Aid to support both staff and students in crisis. • We have developed 'Mindful Manager' and 'Mindful Colleague' training designed to practically support staff in positive mental wellbeing. • A number of staff have attended Suicide Awareness/ASSIST training. • The College has committed to the promotion

			<p>of mental wellbeing by signing the ECNI Mental Health Charter.</p> <ul style="list-style-type: none">• The College is registered as a Safe Place for those experiencing domestic abuse and the trauma that follows. We gained silver accreditation this year.• Safeguarding staff have completed Drug and Alcohol Responders training.• allowing for brief intervention with those struggling with addiction and the negative impact on their wellbeing.• Annually staff are asked to complete the Zero suicide alliance online training.• A Health and Wellbeing programme for staff continues annually.• The college also highlight and signpost agencies regularly that can help with Mental health – Inspire, Aware, Northern
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			<p>Health and Social Care Trust.</p> <ul style="list-style-type: none"> • Suicide Awareness Day, Mental Health Awareness Day, and Time to Talk Day Mental Health awareness days, advised on NRC's support for mental health for both staff and students, Inspire Wellbeing, Mental Health First Aiders and Pastoral Care and external support i.e., Samaritans, Lifeline.
Explore the scope of offering meaningful placements, work shadowing and volunteering for people with a disability.	Ongoing	Develop capacity of people with a disability to find employment.	<ul style="list-style-type: none"> • We have investigated avenues of partnership working with external organisations to provide work shadowing opportunities. • Students with a disability are supported by the Education Support team, curriculum staff and Training Support Officers into meaningful work placements and monitored to ensure safety and positive learning experiences.

			<ul style="list-style-type: none"> • Further exploration with the Careers team and Inclusive Learning team to take place in 2023-24.
Introduce training for front line staff on disability etiquette and relevant legislation dealing with disability and the provision of goods, facilities and services.	Ongoing	Increased use of services and facilities of those people with a disability.	<ul style="list-style-type: none"> • SENDO and Equality are part of the staff Induction programme. • Various disability related training is delivered to staff throughout the year. • Individual teaching staff are given specific training depending on student needs. • 9 Autism Champions completed Level 2 Understanding Autism.
Consider development of a (Sectoral) Disability Advisory Group that could involve staff and students.	Three meetings per year	Contribute to the development of communications, consultation, screening of relevant policies, monitoring etc.	<ul style="list-style-type: none"> • Group have considered and will review again in 2023-24.
Through Widening Access and Participation scheme increase number of students with a disability entering the College	Annually	Raise educational awareness, aspirations and educational attainment amongst the target group.	<ul style="list-style-type: none"> • The College continues to support a variety of students, including those with disabilities from lower socioeconomic backgrounds to participate

			<p>in college life via Higher Education study.</p> <ul style="list-style-type: none"> • The Gallaher Trust is working in partnership with the College to provide a bursary for a designated student and this will cover their HE fees.
Monitor and review the progress of the Disability Action Plan.	Annually August Year 1 – Year 5	Provision of update contained within Progress Report.	<ul style="list-style-type: none"> • This plan is reviewed on an annual basis in March and amended accordingly.