## Summary of progress with 2024 Disability Action Plan Goals - July 2025

### **GOALS ACHIEVED**

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| **Goals** | **Outcome** |
| Establishment of Staff Disability Reference Group (DRG) | 8 members. Regular meetings are scheduled. |
| Appointment of Senior Manager to drive the development and implementation of the Disability Action Plan (DAP) | Rachel Teesdale, GM PTE Operations. |
| Creation of our vision statement for our disabled learners | To make our training accessible to all, regardless of impairment. |
| Establishment of the reporting pathway to the leadership team | Monthly reports to the SLT from GM PTE Operations |
| Identification of options for reasonable accommodations for assessment | Update of Assessment policy |
| Identification of learning supports that we have access to and can make available to our learners | Update of Assessment policy about reader/writers |
| Feedback collected from frontline staff regarding implementing the DAP | Feedback collected from 70 staff through an online survey (non-anonymous) |
| Identification of staff training needs | Identified through the staff survey. A plan is being made to roll out the training. |
| Establishment of an Advisory Group | 4 external stakeholders attend the DRG meetings |
| Identification of our disability cohort | We have identified the make-up of our disability cohort, for each fund  This would be looked at regularly by the DRG, in response to the changing body of enrolled learners. |
| Identify the support and training needs of academic, teaching, and technical staff, to enable them to meet the requirements of disabled learners | Identified through the staff survey. A plan is being made to roll out the training. |
| Review of existing policies, through the lens of suitability for our disability cohort | Review of Withdrawal, Complaints Resolution, Privacy and Access and Equity policies. |
| Implementation of personalized support plans | ‘Plan for Success’ process has been rolled out for all tutors to use with new students. |
| Have processes to allow for discretionary entry for programmes for learners with disabilities. | We have had a restructuring of admissions team, and processes for enrolment screening and approvals. |
| Review of frontline staff capabilities in supporting disabled learners with enrolments. | Restructure of the admissions team and training needs identified. |
| Set up a student voices project to showcase learner success stories | New website developed, and marketing team are working on learner success stories content. |

**GOALS IN-PROGRESS**

1. Allocation of responsibilities in the DRG
2. Creation of disability policy
3. Establishment of equity targets
4. Training needs rolled out for front line staff including non-discriminatory practices
5. Review of all existing courses, for suitability for those with impairments
6. Provision of information to our non-disabled cohort to improve understanding, eliminate discrimination and encourage participation.
7. Set up disabled student group
8. Identification of learning supports that we have access to and can make available to our learners – Information needs to be updated in the student handbook and website