



# Disability and accessibility discussion notes

SRS Staff and Student Workshop, Wednesday 13<sup>th</sup> April 2016

The purpose of this document is to provide an overview of the main discussion points from the disability and accessibility table which was part of the SRS Staff and Student Workshop.

## Awareness of disability support for staff and students

- Good awareness of protected characteristics.
- Proof reading service.
- Mostly aware of student disability service.
- Working adjustments
- General interest in unconscious bias training.
- Promotion and awareness varies over different campus sites.
- Some training courses are mandatory, but many are online courses which are not well known. Dependent on line manager. Some staff rush through the course and forget about the information.

## Experience of existing practice

- Making adjustments in the lab.
- Differing attitudes of managers.
- Drafting policies based on experience (i.e. transgender).
- Need for open culture for issues to be brought up and discussed.
- Most people at some point require a reasonable adjustment.
- Comparison with other universities highlights that Edinburgh might be falling behind.

## Opportunities to enhance good practice.

- More readily available information and statistics.
- Upskilling of managers. Development of respect skills.
- Culture change moving toward treating everyone equally.
- More academic events focusing on minority issues.
- Looking to other institutions for best practice.
- More resources.
- To have a forum to share ideas for staff and students from across the university.
- Acknowledge that university is a formative time and these issues should be discussed with students as part of their student experience. Increase student awareness through workshops and events.
- Remember disability is not always visible.
- Opportunity to normalise diversity as people feel very passionate about it.
- Awareness needs to be improved for all staff and students and not just those accessing the service.