

Duty	What have we done ? Where are we now in relation to this duty ?	What future action is required ?	Responsibility
Publish commitment to promotion of equality for disabled people	Student Handbook "Preface", p34 and elsewhere	p34 needs amending to emphasise separate DES	Bursar by end HT07
	Staff Handbook section 7	needs amending to emphasise separate DES	Bursar by end HT07
	Notes for New Fellows	needs amending	College Office by start MT07
	Web-site "About Lincoln - Our Policies"	subject to review in light of new OU integrated Equal Opps policy	Bursar / Computing Officer by end HT07
Undertake access audit	initial service-based access audit undertaken in 2002/3	review required	
		similar detailed audits required for Bear Lane and Museum Road	Dom Bursar by start MT07
Review access audit	1st review February 2006 by Equality Committee		
	new review underway, in light of questionnaire responses and following completion and HEFCE funding of first stage of identifiable works - need to identify remaining physical and visual/auditory barriers	to date, series of specific items, all under consideration : automatic doors at EPA; application to OCCouncil for kerb adjustments, Museum Road and Turl St; reconsideration of Library accessibility; access to Deep Hall; access to Oakeshott Room; ramp in Chapel	review to be presented to EC at TT07 mtg
	ensure access issues incorporated into future developments		
Establish consultation procedures	Equality Committee established 2002 - meets Termly and reports to GB	ensure representation of disabled people on Equality Committee	Bursar, as EC convenor, HT07
	Questionnaire circulated during production of DES		
	Maintain informal approaches	Web-site invitation to continue consultation process - amend existing text	Bursar / Computing Officer by end HT07

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Review equality and participation (i) students	UCAS and matriculation forms provide info re-applicants and student members of College data available for student awards and for student retention / suspension / withdrawal	analyse data and publish results	College Office
		analyse data and publish results develop monitoring for student access and student support	College Office
			College Office
Review equality and participation (ii) staff	staff monitoring forms provide information re-employees	analyse data and publish results	Bursar's Sec Bursar's Sec, HT07
	need to review applications for employment	review and amend HR documentation	
Review equality and participation (iii) Fellows, etc	need to review Fellows and applicants		College Office
Promote equality and positive attitudes	We have a clear EO policy (see web-site "About Lincoln - Our Policies")	EO policy is subject to review in light of new OU integrated Equal Opps policy	Bursar by end HT07
		EO (Disability) to be specifically included in training / induction, emphasised in starter packs	
Eliminate discrimination / harassment		Specific review of harassment policy	Bursar
Review DES		Review progress on this DES - EC Mtg MT07	Bursar, as convenor of EC