

The Commission for Disabled Staff in Lifelong Learning recommended the following to lifelong learning infrastructure organisations:

(‘infrastructure organisations’ include funding bodies, the Quality Improvement Agency, Centre for Excellence in Leadership, Higher Education Statistics Agency, Higher Education Academy, the Higher Education Funding Council for England, the Institute for Learning, the Learning and Skills Council, Lifelong Learning UK (as appropriate to their remit) and the Welsh Assembly Government)

1. Produce a disability equality scheme, either as part of a single equality scheme or separately; carry out Equality Impact Assessments and develop action plans; and expect funded learning providers to do the same.
2. Ensure that their national and local councils, chief executives, national directors, local executive directors and other senior staff receive high quality disability equality training.
3. Design good disability equality training and encourage existing governors, council members and trustees in the lifelong learning sector to attend, and include the sharing of good practice
4. Support action for targeted recruitment and training of disabled people in governance roles, and ensure representation from disabled people on advisory groups.
5. Recognise and promote best disability equality practice through existing award schemes and by other means.
6. Ensure that staff data collection includes all grades and pay levels, including hourly paid staff, so that the position, including subject specialism, and progress of disabled staff can be accurately measured – and where the data already exist, ensure that they are used as a basis for disability equality action.

7. Market careers in lifelong learning as desirable career options for disabled people; and ensure that the work of the Commission is embodied in the actions arising from the workforce strategy published by Lifelong Learning UK, including the monitoring of that Strategy through a named advisory group.

8. Work in partnership with the Equality and Human Rights Commission, Equalities Challenge Unit, Equality Forward and other appropriate bodies to issue definitive guidance to lifelong learning sector organisations on how to translate the requirements of the disability equality legislation into meaningful learner and staff recruitment targets.