

**The Commission for Disabled Staff in Lifelong Learning recommended the following to national departments of education:**

(The English education ministries are the Department for Innovation, Universities and Skills and the Department for Children, Schools and Families)

1. Encourage and support the commitments recommended to lifelong learning organisations listed above.
2. Impact assess and monitor remit letters from the Secretary of State to ensure their disability equality objectives are translated into ambitious and realistic targets, and implemented by publicly funded agencies and providers.
3. Hold publicly funded quality improvement, inspection, qualifications, workforce development and leadership and management agencies accountable for complying with statutory disability duties. This would help embed best disability equality practice in all their activities, ensure that their programmes equip participants to manage equality and diversity in the lifelong learning sector, and mainstream equality in all their advice, guidance, programmes, learning materials and actions.
4. Work with funding bodies to enable all lifelong learning organisations to set disability equality employment targets measured against appropriate benchmarks by July 2009, for incremental implementation by 2011.
5. Ensure that funding already available is used to support the Commission's agenda by enabling providers to 'take steps to remove barriers and to support disabled people, even where that involves treating disabled persons more favourably than other persons', and by bringing support for disabled staff to a

proportionately equivalent level to support offered to learners and students.

6. Ensure that funding bodies review whether additional funding be made available to those providers who, in meeting their obligations to make reasonable adjustments, incur exceptional financial costs.
7. Take up with the Department of Work and Pensions issues arising from the implementation of job support programmes in the lifelong learning sector such as Access to Work and WORKSTEP. This would include extension of support to volunteers in certain parts of the sector; reducing bureaucracy in Access to Work; and more flexibility towards staff with changing (deteriorating) needs.
8. Encourage and develop initiatives such as mentoring and work-shadowing which may contribute to the raising of achievement of disabled staff.
9. Provide good management and progression training for disabled staff in government departments and provide leadership through secondments of disabled staff from the sector.