

The Commission for Disabled Staff in Lifelong Learning recommended the following to trade unions and employer organisations:

1. At every level ensure their publicly stated commitment to disability equality is fully reflected in the actions of paid officials and lay officers, and ensure that there is facility for the involvement of disabled staff in their structures.
2. Although not legally required to produce a Disability Equality Scheme, comply with good practice by producing and implementing either a stand-alone disability equality scheme or a single equality scheme with specific sections on disability.
3. Incorporate disability equality into the formal negotiating and consultation arrangements nationally (for recommendation at local level where appropriate) and locally (where negotiations take place at that level).
4. Encourage implementation in further education colleges of the national joint agreement on guidance for disability equality between the Association of Colleges (AoC) and recognised trade unions, and consider its adaptation to other parts of the lifelong learning sector.
5. Ensure that paid officials and lay officers receive disability equality training, recognising the needs of disabled staff; and recognise the role of equality (or disability) representatives, recommending that appropriate facility time be provided.
6. Acknowledge the responsibility of human resource managers as equality and diversity professionals, and provide positive support for members challenging institutional and individual disability discrimination.

7. Disseminate good disability equality practice nationally, locally and through their networks, and examine jointly how lifelong learning organisations meet their duty of care in relation to stress prevention and the generation of ill-health – looking in particular at a preventative role for occupational health services.