

**Estates**

	<b>Key Issues to be addressed</b>	<b>Actions</b>	<b>Lead Responsibility</b>	<b>Timescale</b>	<b>Our target/outcome</b>	<b>Disability</b>	<b>Race</b>	<b>Gender</b>	<b>Age</b>	<b>Transgender</b>	<b>Sexual Orientation</b>	<b>Religion/Belief</b>	<b>Maternity Pregnancy</b>
<b>Estates</b>													
1.1	Further improve access to buildings and facilities for the physically disabled and other groups with access mobility issues such as pregnant women, older people, and mothers with buggies.	Provide training for in-house staff to assess accessibility issues in existing and new buildings	Director of Estates	Apr-10	Ensure all building projects achieve best possible access for the disabled	X			X				X
1.2	Further improve facilities for other disadvantaged groups such as hearing impaired, dyslexia etc.	Provide awareness training for internal and external staff in designing for the disabled	Director of Estates	Aug-10	Ensure all building projects achieve best possible access for the disabled	X							
1.3	Investigate why Estates professionals and Contractors are under represented for female and MEO.	Establish expected norms. Discuss with external consultants and contractors	Human Resources/Estates	Feb 09/Aug 10	Provide data to establish whether intervention actions possible or practicable		X	X					
1.4	Continue to provide disability advice to project managers on all project work	Two members of staff will be trained to provide access assessment and disability advice to Project Managers	Estates	Feb-09	Accessible buildings and environments	X							
1.5	Continue to provide advice to Student Services and Department colleagues on individual student and staff disability issues	Two members of staff will be trained to provide access assessment and disability advice to Student Services, students and staff	Estates	On-going	High quality service to the University disabled community	X							