

Disability Inclusion

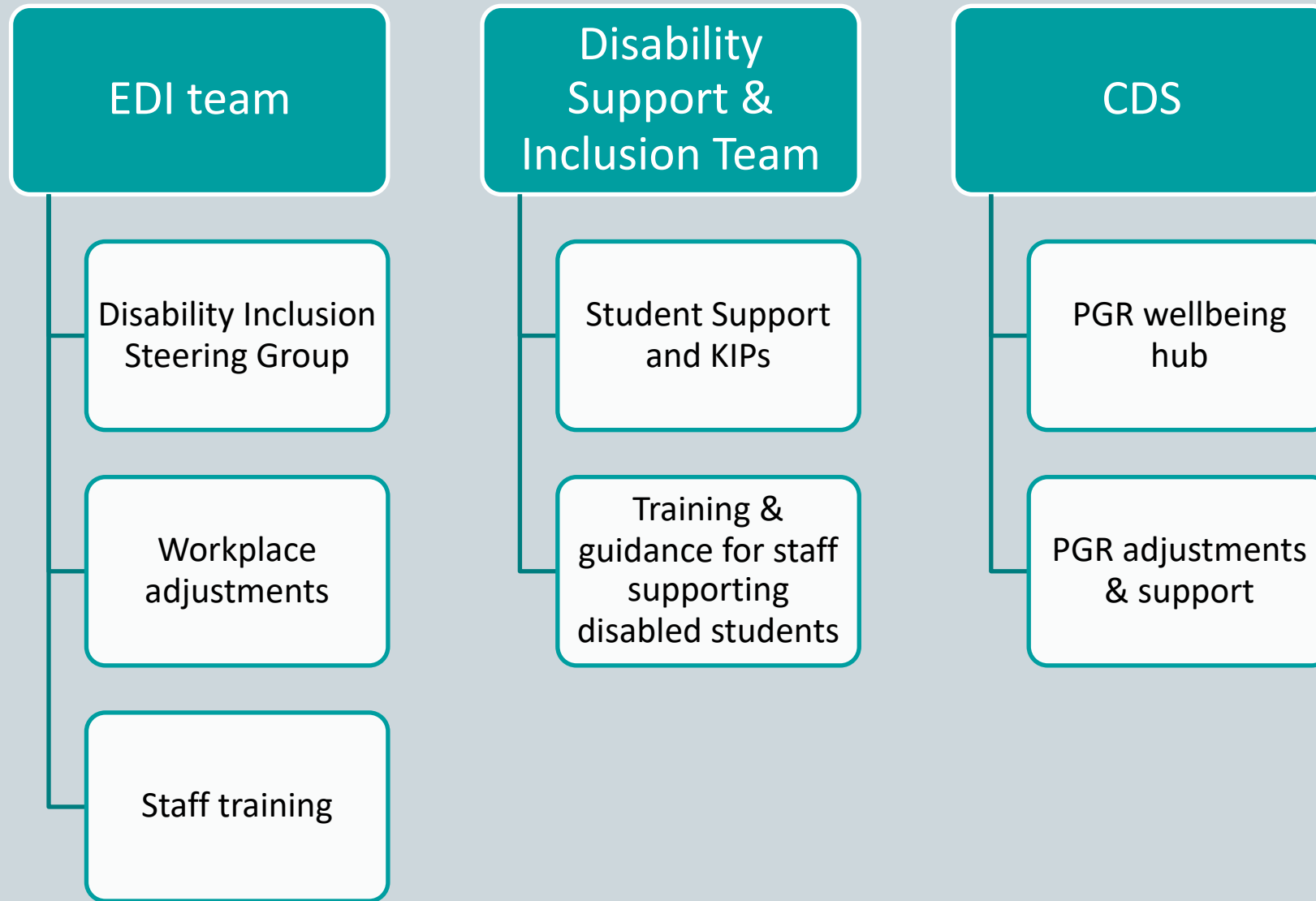
SIMS DDI committee
meeting
12 Feb 2024

Jemma Adams
EDI Manager - Disability
Inclusion
(EDI Function, HR)

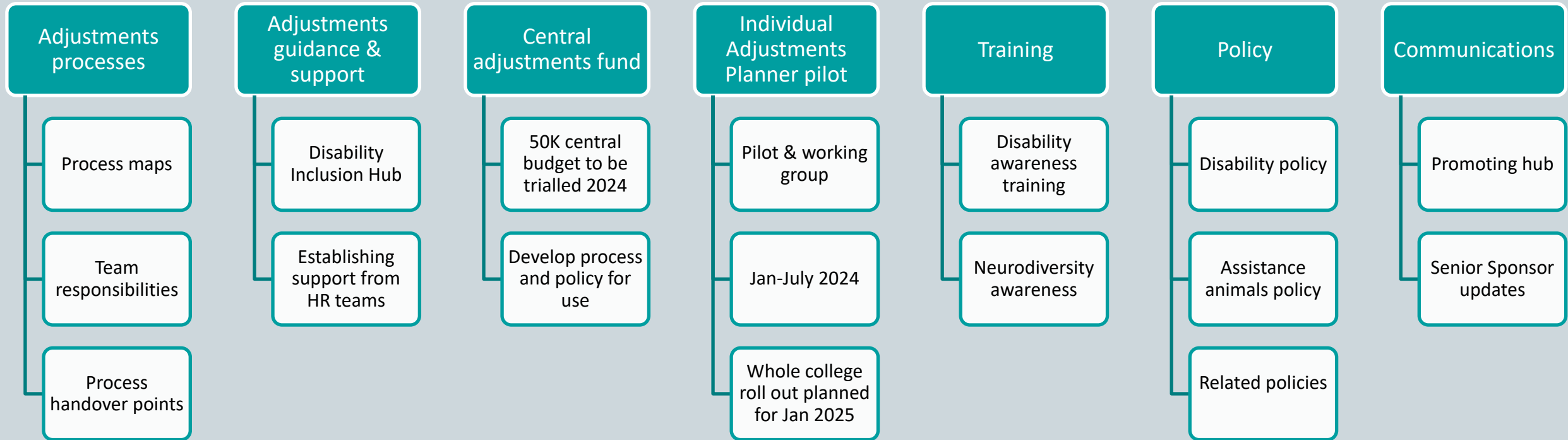
KING'S
College
LONDON



Disability Inclusion support at King's



Disability Inclusion priorities (EDI team)



Workplace adjustments

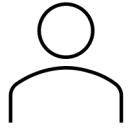


- The [Equality Act 2010](#) legally protects people from discrimination in the workplace.
- It also requires King's, as an employer, to make reasonable adjustments for disabled employees.
- At King's we call these **workplace adjustments**.
- A workplace adjustment is a change to the working environment or working arrangements needed by a disabled person so they can do their job as well as possible.
- Any disabled staff member (physical, mental health, neurodiversity) can request workplace adjustments.

Individual Adjustments Planner Pilot 2024



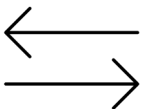
Living record of workplace adjustments & support



Owned by the individual with the disability or long-term condition(s)



Confidential between IAP owner and their nominated contact



Transportable and adaptable

IAP pilot 2024



Pilot areas:

- Estates & Facilities (Facilities Management and King's Community Business Services)
- Research Management & Innovation Directorate
- Students & Education Directorate (Student Services and Libraries & Collections)
- Arts & Humanities
- King's Business School
- IoPPN (School of Neuroscience)

Pilot areas have been chosen to ensure a range of roles and working contexts are included in the pilot.

Disability Inclusion Hub

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Disability Inclusion

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Disability Inclusion Hub

ACCESS King's

Disability Toolkit

Digital Accessibility Toolkit


Supporting disabled stud...

PGR Disability Support H...

EDI Hub

Recycle bin

Edit



Disability Inclusion Hub

kcl - diversity

[This page has been developed by the Equality, Diversity and Inclusion Team, if you require this information in an alternative format, please contact diversity@kcl.ac.uk.]

Welcome to the Disability Inclusion Hub

This hub brings together a range of resources, toolkits and other information relating to disability inclusion for King's staff.

This hub is for:

- Disabled, chronically ill and neurodivergent staff looking for advice and support
- Staff with mental health conditions looking for advice and support

Supporting disabled students

Sd

Supporting disabled students

Home

Equality Act 2010

Inclusive teaching

Social Model of Disability

KIPs

Accessible learning materials

Deaf students

...

★ Following

Immersive Reader

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




Advice for staff on supporting disabled students

Disability Support & Inclusion has created these resources to help you teach inclusively and to confidently respond to requests from students for support or reasonable adjustments.

Please contact us if you need further guidance or to refer a student.

Barry Hayward / Hannah Bell, joint Heads of Disability Support & Inclusion

Contents

- | | |
|--|--|
|  Equality Act 2010 |  Accessible Learning Materials |
|  Inclusive Learning and Teaching |  King's Inclusion Plans (KIPs) |
|  Social Model of Disability |  Working with sign language interpreters |
|  Personalised Assessment Arrangements (PAA) |  Disabled students and group work, presentations and... |
|  Requests for extensions from disabled students |  Marking guide - Neurodiversity Cover Sheets |

PGR Disability Support Hub

PW PGR Wellbeing Hub

Home - PGR Wellbeing H...

PGR Disability Support ...

Who is here to help?

Self Care & Staying Active

Collaborating with & sup...

Equality, Diversity & Inclu...

Communities, Social Gro...

PGR Buddy Schemes

Financial Support & Man...

Recycle bin

A Immersive Reader

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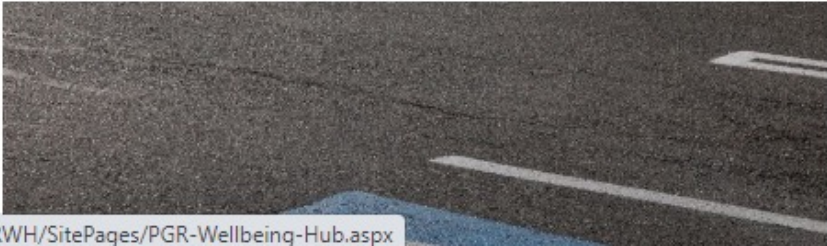
HOME PAGE


PGR Disability Support Hub


Welcome to the PGR Disability Support Hub

The hub aims to share information, advice and guidance to both PGRs and supervisors about reasonable adjustments, interruptions and exemptions as well as case studies from PGR students, FAQs and contacts for key services who can help you navigate your PhD as a disabled, chronically ill and/or neurodiverse student.

This hub is a work in progress and will be updated with case studies and content over the coming months.







mckclac.sharepoint.com/sites/PGRWH/SitePages/PGR-Wellbeing-Hub.aspx

Access King's



Access King's is the Staff Disability Inclusion Network at King's College London.

The network's mission is to be a conduit for access to support, communities, peers, advice, guidance, resources and spaces.

Open to staff and PGR students.

Hidden Disabilities Sunflower



- A global initiative that started in UK airports and has since expanded – as you may know, we are now a member!
- A tool to **voluntarily** make an unseen disability or condition known, so that the individual can access additional assistance, time and/or understanding.
- One step in King's journey towards better understanding and inclusion around non-visible conditions and disabilities.

Information and support

- [Disability Inclusion Hub](#)
- [Disability Toolkit](#)
- [Access King's](#)
- [Hidden Disabilities Sunflower](#)
- [Digital Accessibility Toolkit](#)
- [Supporting disabled students](#)
- Information for students about disability support on [Student Services Online](#)
- [PGR Disability Support Hub](#)

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www.businessdisabilityforum.org.uk/