Written response to the recommendations from University of Glasgow

Thank you for your letter of 13 September 2007 relating to the Equal Opportunities Committee report ‘Removing Barriers and Creating Opportunities’.

The University of Glasgow is making good progress in promoting disability equality for and among all our staff, students and visitors. One of our challenges derives from our hill top campus with many listed building which can impede physical access; however we believe that positive attitudes have most impact in delivering inclusive practice.

The University welcomed the report from the Committee. The main thrust of our activity throughout the year has been to ensure we are implementing our Disability Equality Scheme and Action Plan as required by the Disability Equality Duty. The Duty requires public authorities to consult disabled staff, students and visitors to ascertain their priorities for the organisation. This process largely set our agenda for the past year and has meant that our priorities, policy development and practices are being shaped by the needs of disabled people who want to use our services. We have recently drafted our Disability Equality Scheme Annual Report, in keeping with legislative requirements. Many of the recommendations in the Committee’s report ‘Removing Barriers and Creating Opportunities’ are embedded within our Disability Equality Scheme and Action Plan.

We have recently set up an Equality and Diversity Unit which has responsibility for implementing all equalities legislation for staff, students and visitors across the organisation. This Unit has three full time members of staff, including a Director to work at a strategic level. We feel this highlights our commitment to equality as an area of strategic importance.

Implementing equality legislation and ensuring best practice within an organisation does not happen without resources: there are clearly additional funding requirements in taking this forward and mainstreaming policies and provision.

Sir Muir Russell
Principal
University of Glasgow
06 December 2007