

# Disability Equality Questionnaire

## Question 1

A Disabled person is defined in the Disability Discrimination Act as someone with a physical or mental impairment that has a substantial and long-term impact on their ability to carry out day-to-day activities. This excludes situations where sight can be corrected by glasses or contact lenses. Having read this do you consider yourself to be covered by the definition?

Yes  No (go to Q3)

## Question 2

If you answered yes to Q1, and would like to, please indicate (using the boxes below) the nature of your disability (tick as many as are applicable)

Dyslexia       Mobility (physical disability)       Mental health difficulty   
 Blind/partially sighted       Progressive disability/chronic illness (e.g. MS, Cancer)   
 Deaf/hearing loss       Learning disability       Other

## Question 3

How far do you feel the following support the needs of disabled staff?

|   | Very un-supportive | Un-supportive | Neither supportive or un-supportive | Supportive | Very supportive |
|---|--------------------|---------------|-------------------------------------|------------|-----------------|
|   | 1                  | 2             | 3                                   | 4          | 5               |
| University policies and procedures            |                    |               |                                     |            |                 |
| Deans and Directors                           |                    |               |                                     |            |                 |
| Human Resources staff                         |                    |               |                                     |            |                 |
| Equal Opportunity and Diversity Co-ordinators |                    |               |                                     |            |                 |
| Line managers                                 |                    |               |                                     |            |                 |
| Work colleagues                               |                    |               |                                     |            |                 |
| Other staff                                   |                    |               |                                     |            |                 |
| Students                                      |                    |               |                                     |            |                 |

## Question 4A

How important do you feel the following are to the participation of disabled staff at Oxford Brookes? Please rate on a scale of 1 to 6 where 1 = not at all important and 6 = very important

|   | Not at all important |   |   |   | Very important |   |
|---|----------------------|---|---|---|----------------|---|
|   | 1                    | 2 | 3 | 4 | 5              | 6 |
| Application process                       |                      |   |   |   |                |   |
| Training and development                  |                      |   |   |   |                |   |
| Working practices (e.g. flexible working) |                      |   |   |   |                |   |
| Physical environment                      |                      |   |   |   |                |   |
| Assistive technology                      |                      |   |   |   |                |   |
| Transport                                 |                      |   |   |   |                |   |
| Policies and procedures                   |                      |   |   |   |                |   |
| Communication/information sharing         |                      |   |   |   |                |   |
| Annual review process (PDR)               |                      |   |   |   |                |   |
| Information technology                    |                      |   |   |   |                |   |
| Access to advice and support              |                      |   |   |   |                |   |
| Other (please give details below)         |                      |   |   |   |                |   |

**Question 4B**

How satisfied are you with your experience of the following?

Please rate on a scale of 1 to 6 where 1 = not at all satisfied and 6 = very satisfied

|   | Not at all satisfied |   |   |   | Very satisfied |   |
|---|----------------------|---|---|---|----------------|---|
|   | 1                    | 2 | 3 | 4 | 5              | 6 |
| Application process                       |                      |   |   |   |                |   |
| Training and development                  |                      |   |   |   |                |   |
| Working practices (e.g. flexible working) |                      |   |   |   |                |   |
| Physical environment                      |                      |   |   |   |                |   |
| Assistive technology                      |                      |   |   |   |                |   |
| Transport                                 |                      |   |   |   |                |   |
| Policies and procedures                   |                      |   |   |   |                |   |
| Communication/information sharing         |                      |   |   |   |                |   |
| Annual review process (PDR)               |                      |   |   |   |                |   |
| Information technology                    |                      |   |   |   |                |   |
| Access to advice and support              |                      |   |   |   |                |   |
| Other (please give details below)         |                      |   |   |   |                |   |

**Question 4C**

If you have indicated that you are dissatisfied with any of the above or feel that they are a barrier to the participation of disabled staff please give details of how and why.

**Question 4D**

If you have indicated that you are very satisfied with any of the above or feel they are of benefit to the participation of disabled staff please give details of how and why.

**Question 4E**

If you have a disability what do you feel has been the biggest barrier to your experience of Brookes, and why?

**Question 4F**

If you have a disability what do you feel has been the most positive aspect of working at Brookes, and why?

### Question 5

How far do you feel the following impact on the participation of disabled students at Oxford Brookes?

|  | Are a <b>serious barrier</b> | Are a <b>limited barrier</b> | <b>No Impact</b> | Are of <b>some benefit</b> | Are of <b>significant benefit</b> |
|--|------------------------------|------------------------------|------------------|----------------------------|-----------------------------------|
|  | 1                            | 2                            | 3                | 4                          | 5                                 |
| Application process                          |                              |                              |                  |                            |                                   |
| Enrolment and induction                      |                              |                              |                  |                            |                                   |
| Learning and teaching                        |                              |                              |                  |                            |                                   |
| Curriculum                                   |                              |                              |                  |                            |                                   |
| Group work                                   |                              |                              |                  |                            |                                   |
| Teaching environment (e.g. lecture theatres) |                              |                              |                  |                            |                                   |
| Field trips                                  |                              |                              |                  |                            |                                   |
| Assessment/exams                             |                              |                              |                  |                            |                                   |
| Computing/ Library                           |                              |                              |                  |                            |                                   |
| Accommodation                                |                              |                              |                  |                            |                                   |
| Social environment                           |                              |                              |                  |                            |                                   |
| Sports facilities                            |                              |                              |                  |                            |                                   |
| Student Disability Service                   |                              |                              |                  |                            |                                   |

### Question 5A

If you have indicated that any of the above are a barrier to the participation of disabled students please give details of how and why.

### Question 5B

If you have indicated that any of the above are of benefit to the participation of disabled students please give details of how and why

### Question 6

How far do you feel the following impact on the participation of disabled members of the local community who wish to use the facilities at Oxford Brookes?

|  | Are a <b>serious barrier</b> | Are a <b>limited barrier</b> | <b>No Impact</b> | Are of <b>some benefit</b> | Are of <b>significant benefit</b> |
|--|------------------------------|------------------------------|------------------|----------------------------|-----------------------------------|
|  | 1                            | 2                            | 3                | 4                          | 5                                 |
| Policies and practices designed to support community involvement |                              |                              |                  |                            |                                   |
| Awareness of Brookes within the local community                  |                              |                              |                  |                            |                                   |
| Access to facilities and events at Brookes                       |                              |                              |                  |                            |                                   |

### Question 7

In order to ensure that the University Disability Equality scheme meets the needs of disabled staff, students and other members of the Brookes community what do you feel are the key areas of University activity that the scheme needs to focus on? (tick any that apply)

|   |                          |   |                          |
|---|--------------------------|---|--------------------------|
| Academic areas<br>(inc. Learning and teaching, student recruitment) | <input type="checkbox"/> | Human resources<br>(inc. staff recruitment)   | <input type="checkbox"/> |
| Research strategy   | <input type="checkbox"/> | IT  | <input type="checkbox"/> |
| Communications and Marketing  | <input type="checkbox"/> | Services for staff and students               | <input type="checkbox"/> |
| Staff development and training                                      | <input type="checkbox"/> | Monitoring and impact assessment              | <input type="checkbox"/> |
| Physical Environment  | <input type="checkbox"/> | Consultation with disabled staff and students | <input type="checkbox"/> |
| Relations with local and regional community                         | <input type="checkbox"/> |   |                          |
| Other (please give details below)                                   | <input type="checkbox"/> |   |                          |

Which do you feel is the single most important area?

### Question 8

Has this questionnaire missed any important issues or topics with regards to the experience and participation of disabled staff, students and other members of the Brookes community? If so what are they?

### About You

Are you      Male       Female       Academic       Support staff

How long have you worked at Brookes? \_\_\_\_\_

### Thank you for your participation

If you would like to become more actively involved in the development of the University's Disability Equality Scheme, would like to provide more information to support any of your answers or would like this form in an alternative format please contact the Equal Opportunities and Diversity Manager  
Michelle Holliday email: [mholliday@brookes.ac.uk](mailto:mholliday@brookes.ac.uk) or phone: 01865 485929

**Please return this questionnaire in the envelope provided as soon as possible**