

25 Years Anniversary



disAbility Service
2000 - 2025

Disability Service Annual Report 2024-2025

Student Life Committee
March 2026



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin





Snapshot of 2024-2025

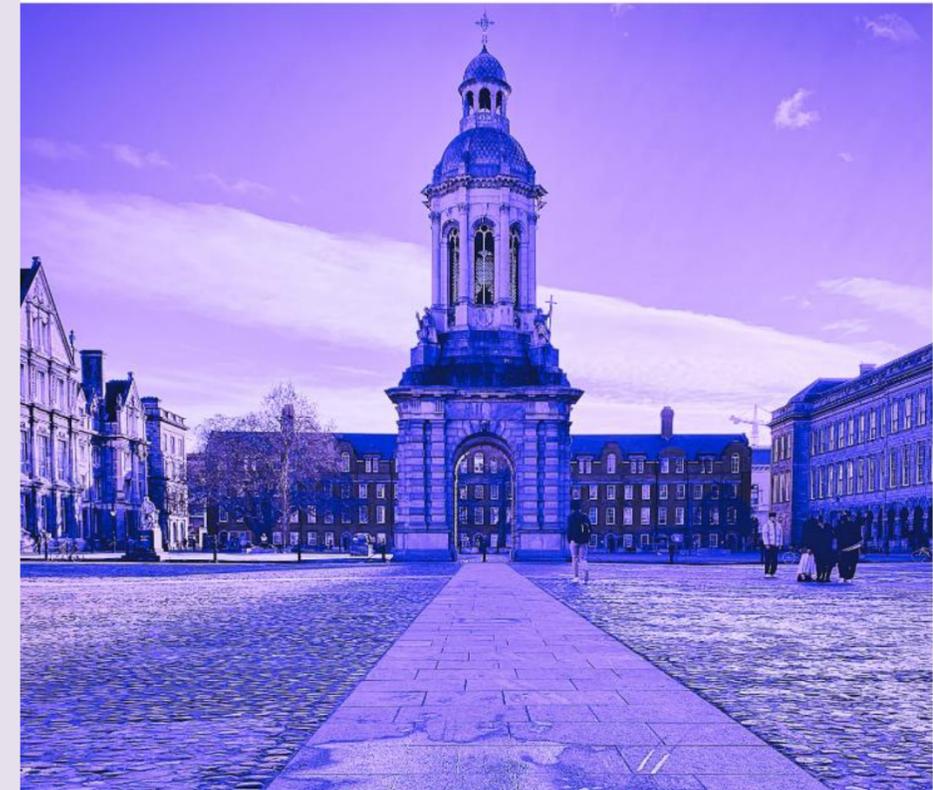
- 2,860 disabled students supported (12.6% of student population)
- 1,076 needs assessments carried out
- 2,594 students received exam accommodations
- 2,507 occupational therapy appointments
- 607 (21%) international disabled students supported
- 131 students supported on placement

Key highlights

- **25th Anniversary** of the Disability Service celebrated
- **Christy Nolan celebration and degree award**
- **Groups further developed** – ADHD, Autism, AuDHD, Queer disabled, off-books, Cairdeas Choir
- **€35,000 accommodation bursary** awarded
- **Disability Week** highlighted inclusion across Trinity.
- **Neurodiversity+** Pre-Orientation enhanced
- Growth in **inclusive learning technology** use
- Expanded **ADHD clinic** and wellbeing supports
- Engagement with **CORU** in development of placement guidance
- SLA's with **RIAM and M.I.E.** continued



Trinity disAbility Service Journey 2000 - 2025



Trinity
disAbility Hub



Strategic Developments 2024–25

- **HEA Access Funding** increased by 1.6 million euro
- **Project LENS:** Power Bi reporting at module level & enhanced SITS access and reporting.
- **HALO CRM:** New case management system replacing SID.
- **Exam Accommodations:** Standardised processes and fast-track NSRA pathway.
- **Accessibility Leadership:** COO approved 5-year accessibility project and recruitment of Project Manager in Estates.
- **Internship programme mainstreamed in Careers**
- **Sectoral Engagement:** IUA Access Leaders group working on Reasonable Accommodation
- **25-Year Milestone:** Anniversary programme and strategic future focus.



DS Processes



DS1: Over 700 new entrants supported; Neurodiversity Pre-Orientation sold out with student-led events.

DS2: 2,860 students supported; new manager role and streamlined LENS process implemented.

DS3: Increased assistive technology usage and independent learning tools; piloted AI-enhanced supports.

DS4: 844 students received Occupational Therapy; expanded ADHD & Autism groups and Cookery 101 program.

DS5: FSD supported 2,349 students with effective budgeting and €240k additional funding.

DS6: HALO CRM and SITS enhancements improved case management, reporting, and school-level dashboards.

DS7: MIE, RIAM, and Lir registrations increased; tailored reasonable accommodations delivered.

DS8: FSD payments and tutor allocations maintained efficiently for all supported students.

DS9: Consistent newsletters, social media engagement, and zero complaints; office processes optimized.

DS10: Ongoing disability assessments provided to support staff needs.

DS11: Annual GDPR training completed; data handling procedures updated for sensitive student information.



Trinity disAbility Internship Programme

- **Scale & Reach:** 346 applications; 111 interviews; 28 interns across 15 departments.
- **Programme Delivery:** 6–12 week internships with flexible arrangements and structured onboarding.
- **Student Support:** Workplace profiles, accessibility audits, mentoring, and career development supports.
- **Funding Impact:** €35,000 support enabled training, mentoring, and networking opportunities.
- **Student Outcomes:** Increased skills, confidence, and employability.
- **Institutional Impact:** Strengthened inclusive workplace practices across College.



Disabled Student Accommodation Bursary

- **Funding:** €35,000 allocated by TDA/Student Services to support students with additional disability accommodation costs.
- **Administration:** Fully managed by Disability Service with structured application and assessment process.
- **Eligibility Framework:** SUSI Special Rate thresholds adjusted to reflect additional costs of disability.
- **Awards 2024–25:** 19 students funded; €1,460 per award.
- **Impact:** Strong demand and high eligibility rate among applicants.



Strategic Direction

- Align with the **Trinity Strategic Plan 2025–2030** and **Access Participation & Inclusion Action Plan 2025–2030**.
- Shift from **individual accommodations** → **institutional accessibility**.
- Belonging** aligns with participation and inclusion
- Universal Design policy** and guidelines for physical environment and Teaching & Learning.
- Staff with disability Liaison Officer** – collab EDI and HR
- Digital enhanced systems** enabling scalable support delivery.
- One stop shop approach** in Student Services



Mainstreaming Disability Inclusion

Sector Leadership

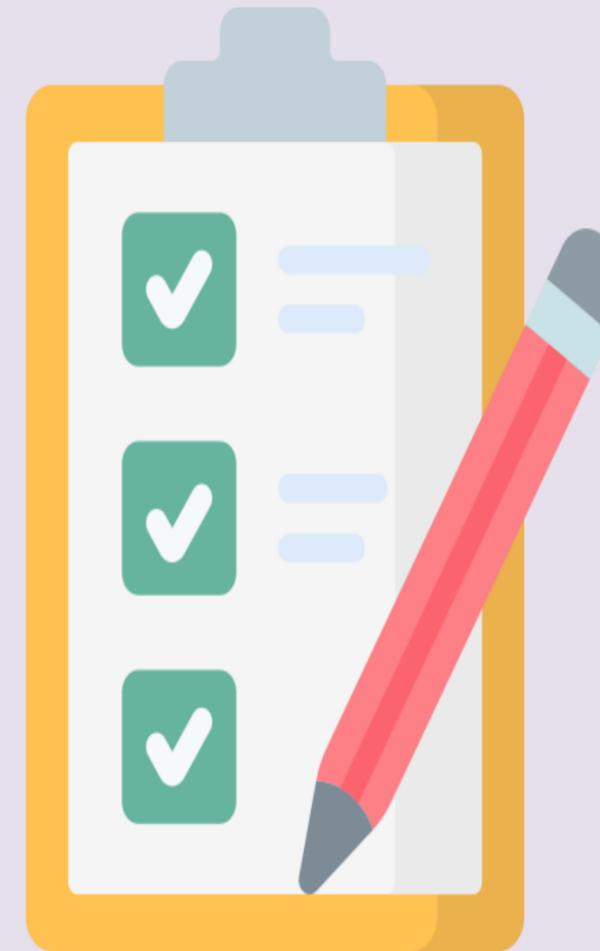
- Trinity disability supports developments presented to **IUA Access Leaders & DFHERIS** as a model for systemic accessibility.

Future Model

- **Mainstream accessibility** through Universal Design.
- Introduce **baseline LENS supports** for all disabled students.
- Maintain **specialist supports for complex needs** (OT, AT, placements).
- Embed disability inclusion across **Schools, Estates, IT, Sports, Student Service and Academic Registry**. Make disability everyone's business!

Goal

- A university where **accessibility is built into systems rather than delivered through individual adjustments**.



Questions and Answers



Trinity disAbility Service

Office Hours & Contact Information

Office Hours (Term Time)

Monday through Friday 9:00 am – 5:00 pm

DS Solutions Drop-in (Term Time)

Monday through Friday 12 pm – 2 pm

Contact disAbility Service

Phone: +353 1 896 3111

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Website: www.tcd.ie/disability



Scan the QR code for the
disAbility Service website