

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

> The Trinity Disability Service Strategic Plan 2020-2025

Empowering Students with Disabilities

www.tcd.ie/disability/



Empowering Students with Disabilities

The Trinity Disability Service (DS hereafter) strategic plan sets our priorities for the next five years of our inclusive university journey. We have built our strategic plan around Trinity College Dublin's strategic mission, priorities and themes. Our people, the core of our staff and students, and our values are at the heart of our plan, while our themes, innovation, and civic engagement, underpin everything we do.

The DS is committed to providing modern, integrated, high-quality, and cost-effective front-line services that make a real difference to the Trinity community. Objectives will be achieved through innovative approaches and continuous review of service delivery while also maximising partnerships and joint working opportunities. As we empower students with disabilities in achieving their potential we will work together in this partnership in co-producing activities that will engage the University community in creating an inclusive transformational environment and provide a platform for innovation and inclusion.

The DS will take an evidence-based approach to service provision that is both customerfocused and customer-facing. Our drive towards inclusion is the most critical development within this strategic plan, while real and meaningful student partnerships will be central to its success.

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Mission

To create an accessible, transformational, educational environment in an interdependent University community and provide a platform for innovation and inclusion

Vision

Engage the wider university community in empowering students with disabilities

Values

Inclusive, Advocating, Collaborative, Inquisitive, Pioneering, Positive disruptors, Dynamic The DS strategic plan 2020-2025 has its foundation in the Trinity Strategic Plan 2020-2025.

The interconnections between these strategies

Trinity's CORE Mission Statements

Civic Action - Through our teaching, research and public engagement, we courageously advance the cause of a pluralistic, just and sustainable society.

Organisation - We foster an effective and flexible organisation, which values all members of our community.

Research - Pursued at the frontiers and intersections of disciplines, our research benefits our students, Ireland, and the world.

Education - We challenge our students to think independently, communicate effectively, act responsibly, and develop continuously, equipping them for lives of active citizenship.

Disability Service CORE Mission Statements

Civic Action - Through our collaboration with students with disabilities and our engagement with the Trinity Ability Co-op, we will create a more inclusive campus and fully encourage students with disabilities to participate in a sustainable society.

Organisation - To provide an effective and dynamic service that anticipates and responds to our diverse student population's emerging needs.

Research - Engage in ongoing research to better understand students with disabilities, retention barriers, and widening participation at both UG and PG levels, and positively impact these student cohorts.

Education - To empower students with disabilities to develop to their full potential and inspire them to meet future challenges. Guide staff in the principles and application of inclusive teaching, learning and assessment to create a fully inclusive educational experience for our students. Ensure students with disabilities have the confidence to think independently, communicate effectively, act responsibly, and develop continuously.



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Our Strategic Objectives:

Civic action

The DS strategic objectives are informed by and support the organisation Trinity Strategic Plan 2020-2025. They are aligned to the four CORE mission statements: Research Civic action, Organisation, Research, and Education.

Education

Civic Action: Create a more inclusive campus

We shall:

- Develop an inclusive campus for students with sensory processing issues.
- Improve accessibility at key Trinity buildings, lecture theatres, and laboratories.
- Develop the Trinity disAbility Hub at Printing House Square into a dynamic, open, inclusive space available to people with disabilities from Trinity and the wider community.
- Promote the Trinity Ability Co-op/Disability Forum and other student partnerships to ensure the student's voice is front and central in all student disability services.
- Strengthen DS communication channels to focus on issues relevant to prospective undergraduate and postgraduate students

Organisation:

Provide an effective and dynamic service that anticipates and responds to the emerging needs of our diverse students with disabilities

We shall:

- Develop sensory design guidelines to improve the Trinity built environment and better understand neurodiversity needs.
- Support a greater uptake of reasonable accommodation recommendations among academic staff by promoting the Module Manager function in SITS.
- Develop appropriate supports for students on internships and internship staff across the Schools in conjunction with the Careers Service.
- Strengthen disability support at key transition points by working in closer partnership with Schools and the student body to redefine disability support arrangements from pre-entry to post-exit. Make responsible use of resources and deliver services that are aligned to the University's priorities.





Research: Provide professional, evidence-based services to impact students with disabilities positively

We shall:

- Explore and test new disability service delivery models by learning from others within and outside the Higher Education sector (both nationally and internationally).
- Research and review existing and future synergies and partnerships and explore the capacity for further development.
- Provide evidence-based services for research students with disabilities.
- Enhance the student experience for Postgraduate students with disabilities through increased engagement.
- Participate in relevant College research around disability that will result in improvements for students with disabilities.
- Optimise the disability reporting functionality within both SITS and SID to inform future strategic decision making.

Education:

Empower students with disabilities to develop to their full potential and inspire them to meet the challenges of the future

We shall:

- Work with the Trinity Inclusive Curriculum Project to create an accessible curriculum for undergraduates and postgraduates.
- Equip students with disabilities with the skills to contribute positively in a diverse, global environment.
- Create a program of staff training to encourage awareness and uptake of inclusive and accessible practice.
- Create a system of engagement so that students feel heard, recognised, and supported from their first, to last, engagement with the DS.
- Develop our leadership capacity and skill, across our services, to inspire and motivate staff to achieve and deliver their best, by creating personal and career development opportunities.



With changing demographics and delivery channels, it is expected that both internal and external opportunities and challenges will present themselves. A shift towards online learning and working remotely will impact how we provide support & services over the five years of the strategic plan. The DS objectives are specific, measurable, achievable, relevant, and time-based. Reporting on this plan will be delivered to relevant College Committees and through DS annual reports, KPIs, and the DS website

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