



**Te Whare Wānaka o Aoraki Lincoln University**

**Disability Action Plan 2023 to 2026**  
**September 2025 Update**

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# Disability Action Plan

The Disability Action Plan is an important part of the university's commitment to equity of access to all learners.

The Disability Action Plan focuses on creating an inclusive and accessible environment that enables disabled taura to participate in all aspects of learning and research including cultural, social, on-campus accommodation, and extra-curricular activities.

Students are at the core of the Disability Action Plan, and it has been developed in close consultation with taura and staff. We also recognise that the plan can improve the experiences of disabled staff.

## Primary objectives

- Improve equity for disabled taura and staff through an accessible and inclusive teaching, learning, research and working environment.
- Develop an environment that celebrates and values disabled taura and staff.

To achieve these objectives, the Disability Action Plan works across six focus areas, each with associated initiatives that are aligned to both the Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021 and to TEC's Kia Ōrite Toolkit, which is a code of practice designed to achieve an inclusive and equitable tertiary learning environment for disabled learners.

## Training and capacity

To enable staff to understand and meet the needs of disabled learners.

### Progress update

Focus area 1 of the Disability Action Plan is about providing staff with training and support enabling them to understand and meet the requirements of disabled learners. Below are the associated initiatives along with a summary of progress made as of September 2025.

### Disability confidence-e-learning

Online disability-confidence training is available to all staff, and online inclusive education skills training is available for academic and support staff.

**Tracking:** On track for delivering three training modules in Q1 2026.

**Status:** An upcoming review of module 1 by representatives of the Disability Reference Group will enhance the overall quality and readiness of the training suite.

### New staff induction and student Orientation

The Inclusive Education service is a permanent component of the induction programme for new staff and Orientation activities for our taura.

**Tracking:** Complete.

## Alternative assessment

Resources and targeted support for teaching staff is available, increasing the capability to offer alternative examination and assessment procedures for disabled learners.

**Tracking:** On track for full completion by Q4 2025.

**Status:** A Reasonable Accommodations Guide for enhancing staff confidence and capability implementing alternative assessments is in consultation.

## GradeBook

GradeBook is implemented as a mechanism for student progress reporting and there are strategies for encouraging use of the system.

**Tracking:** Complete.

## Course Design

The Course Design template is amended ensuring consideration of accessibility in off-campus activities such as field trips and field tours, work placements, and internships.

**Tracking:** Complete.

## University of choice

To reduce barriers to inclusion from enrolling and participating in university life, encouraging all students to select Lincoln University as their university of choice.

### Progress update

Focus area 2 of the Disability Action Plan is about reducing barriers to inclusion from enrolling and participating in university life, encouraging all students to select Lincoln University as their university of choice. Below are the associated initiatives along with a summary of progress made as of September 2025.

## Enrolment

Review and improve application and enrolment processes to ensure students with disabilities are accommodated.

**Tracking:** Complete.

## Financial assistance

Financial assistance options are promoted to students needing disabilities assessment.

**Tracking:** Complete.

## Transitions

Disabled students transitioning from High School are supported and those transitioning into the workforce have resources and skills to seek inclusion.

**Tracking:** On track for Q4 2025 delivery.

**Status:** A structured engagement pathway positioning Inclusive Education as a core support service for incoming students has been implemented for the upcoming recruitment cycle. Career Centre services are shaped around Universal Design principals ensuring accessibility for all, and a partnership with Catapult is strengthening pathways into employment for disabled students.

### **Inclusive Education - name**

Review and if necessary, change the name of the Inclusive Education service, achieving clarity and a welcoming experience for our students.

**Tracking:** Complete.

### **Inclusive Education - webpage**

Inclusive Education information is visible early in students' experiences of Lincoln University's website.

**Tracking:** Complete.

### **Recorded lectures and tutorials**

Recording and uploading of lectures and tutorials to Akoraka | Learn is achieved for our students.

**Tracking:** Complete.

### **Mentoring**

Students new to Lincoln University can choose to be mentored through a Uni Friend programme.

**Tracking:** Complete.

### **Dedicated space**

A quiet space is provided for neurodiverse students seeking quietness between lectures and social interactions.

**Tracking:** Complete.

### **Inclusive language and images**

Language and image guidelines are established, enabling inclusive and positive representation of disabled students in digital and print format.

**Tracking:** On track for Q1 2026 delivery.

**Status:** Guidelines are in consultation.

## AIDE – inclusive campus events

Campus events are designed for inclusion and potential barriers – be they at promotion, sign-up or participation stages – are addressed through policy, frameworks and guidance.

**Tracking:** Progressing well to revised delivery date of Q1 2026.

**Status:** Collaboration and knowledge sharing across key stakeholder groups is underway and resources are in development.

## Disabled student voice

Students have formal and informal representation through a Lincoln University Student Association Executive role and a student club.

**Tracking:** Complete.

## Student progress reporting

Gradebook's monitoring ability establishes baseline metrics about the academic progress of disabled students.

**Tracking:** Complete.

## Policy

A Lincoln University policy clearly expresses a commitment to accessibility and inclusion for disabled students.

**Tracking:** Complete.

## Accessible technology

To provide systems and learning material that is available and accessible to all students.

### Progress update

Focus area 3 of the Disability Action Plan is about providing systems and content that are available and accessible to all students. Below are the associated initiatives along with a summary of progress made as of September 2025.

## International accessibility standards - digital accessibility

An accessibility standard is identified for Lincoln University websites and content, and associated training is available to content providers.

**Tracking:** On track for revised delivery date.

**Status:** This initiative has been reframed following Disability Reference Group consultation. Lessons from a WCAG 2 trial on selected web pages are informing project planning, ensuring clear priorities, phased delivery, and measurable milestones. Pending detailed planning, delivery has been revised to Q4 2026.

## Procurement – learner technology

Learner accessibility is considered when purchasing new learner technology through consultation with accessibility experts, appropriate purchase criteria, and a review of procurement policies and practices.

**Tracking:** Unanticipated absences of key stakeholders have impacted progress. A renewed focus should ensure delivery as planned by Q4 2025.

**Status:** Discussions have commenced seeking to embed disability-accessibility considerations in the Joint Research and Teaching Capex Request Form as well as the University's Minor and Major Capex Forms.

## Assistive technologies

Disabled students are aware of assistive technologies available at Lincoln University and from external sources.

**Tracking:** Complete.

## Accessible environment

To embed the ongoing provision of an accessible environment as part of our campus master plan and campus development.

### Progress update

Focus area 4 of the Disability Action Plan is about the ongoing provision of an accessible environment as part of our campus master plan and campus development. Below are the associated initiatives along with a summary of progress made as of September 2025.

## Physical environment – transit within campus

Transit-ways within campus, including roads, crossings and paths, are assessed and accessibility improvements are captured in forward works programmes.

**Tracking:** On track for delivery in Q4 2025.

**Status:** An accessibility survey of outside spaces is complete, and a heat-map report is in development that will inform the forward works programme.

## Physical accessibility – buildings

New buildings are designed to meet accessibility standards and support people with vision, hearing, or mobility disabilities. Upgrades to existing buildings are made based on priority and need.

**Tracking:** Behind on revised delivery date of Q4 2025.

**Status:** A re-furbished Ivey West building has been delivered with more accessibility and Hudson is in the process of being refurbished. A prioritisation of other initiatives is to occur along with confirming a typical accessibility Specification for buildings.

## Compliance audits

The physical accessibility of buildings and outdoor spaces on campus are audited and checked as part of the Campus Master Plan schedule.

**Tracking:** Behind on revised delivery date of Q4 2024.

**Status:** An accessibility survey of outside spaces is complete that will inform the forward works programme, re-furbished Ivey West has been delivered with more accessibility, and Hudson is in the process of being refurbished.

## Lighting

Lighting on campus is appropriate for transiting between buildings, car parks and public transport areas.

**Tracking:** On track for delivery by Q4 2025.

**Status:** Lighting is addressed in a recently completed survey of outside spaces; a heat-map report is in development that will inform the forward works programme.

## Implementation strategy

To demonstrate our commitment to the Disability Action Plan through timely and effective implementation.

### Progress update

Focus area 5 of the Disability Action Plan is about demonstrating our commitment to the plan through timely and effective implementation. Below are the associated initiatives along with a summary of progress made as of September 2025.

### Plan approval

Lincoln University's Council approves the Disability Action Plan, demonstrating commitment to the plan and its objectives.

**Tracking:** Complete.

### Plan implementation

Resourcing from specialist and project management/coordination staff supports the implementation of the Disability Action Plan.

**Tracking:** Complete.

### Strategy

Commitment to accessibility and inclusivity is evident within Lincoln University's Strategic Plan and other strategic and operational plans.

**Tracking:** Complete.



## Strategic communications

The Disability Action Plan and progress with its implementation is promoted across campus with a communication strategy that includes accessibility as an aim.

**Tracking:** Complete.

## Equity and diversity

The Vice Chancellor receives specialist advice from an Equity, Disability and Inclusivity Steering Group.

**Tracking:** Complete.

## External partnerships and affiliations

Affiliations with outside expertise supports delivery of an accessible and inclusive learning, research and working environment, and helps grow a community that values disabled students.

**Tracking:** Complete.

## Monitoring and review

To demonstrate our commitment to the Disability Action Plan through formal monitoring and evaluation of our efforts to offer an inclusive university experience.

### Progress update

Focus area 6 of the Disability Action Plan is about demonstrating our commitment to the plan through formal monitoring and evaluation of our efforts to offer an inclusive university experience. Below are the associated initiatives along with a summary of progress made as of September 2025.

## Review mechanisms and reporting

Regular review and reporting about the impact of initiatives for disabled students is undertaken, including service-use metrics, metrics on student progress and completions & employment outcomes, evaluative and culture surveys of students and staff, and regular reporting to Lincoln University's Manaaki Tauira committee.

**Tracking:** Progressing well for Q4 2025 delivery.

**Status:** A student survey was conducted in September and a staff survey is scheduled for October, focusing on perceptions of accessibility and inclusion for disabled tauira and staff. Together with service-specific metrics reporting to Manaaki Tauira, these surveys from the foundation of the University's Disability Action Plan assessment framework – providing critical insights to future planning and continuous improvement.

## Risk register

The Disability Action Plan and performance towards its objectives are recorded in the University Risk Register.

**Tracking:** Complete.

## More information

Disability Action Plan 2023 to 2026 [PDF 524KB] available on <https://www.lincoln.ac.nz>.

## Alternative formats

Email [DAP@lincoln.ac.nz](mailto:DAP@lincoln.ac.nz) if you require information in a different format.