



**THE NYERI NATIONAL
POLYTECHNIC**

DISABILITY MAINSTREAMING POLICY



ISO 9001:2015
CERTIFIED INSTITUTION



THE BIG

EMPOWERING THE BANNER



KENYA
VISION 2030

FLAGSHIP PROJECT

Approved by the Full Council on this 23rd day of December, 2021

Signed:



**ANNE N. MWANGI
CHIEF PRINCIPAL/COUNCIL SECRETARY**



**FCS. RICHARD K. GIKUHI
CHAIRMAN OF THE COUNCIL**

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ABBREVIATIONA AND ACRONYMS

NNP	-	The Nyeri national polytechnic
NCPWD	-	National council for persons with disability
PWD	-	Persons with disability
SWANNP	-	Students welfare association of Nyeri national polytechnic

OPERATIONAL TERMS DEFINITIONS

Assistive Devices and Services:	Refers to implements, tools and specialized services, including services of qualified interpreters for the deaf and qualified trainers for the blind, provided to persons with disabilities resulting from impairments.
Disability:	Means a physical, sensory, mental or other impairment, including any visual, hearing, learning or physical incapability, which impacts adversely on social, economic or environmental participation.
Disability mainstreaming:	Refers to monitoring and evaluating to ensure that there is non-discrimination of person with disabilities and that there is compliance with the NNP disability mainstreaming policy.
Discrimination:	Any direct or indirect distinction exclusion or restriction based on disability which has the purpose or effect of impairing, nullifying the recognition, enjoyment or exercise, on an equal basis with others.
Equity in opportunities:	Refers to the degree of fairness in the distribution of human and material resources so that each person regardless of ability or socio-economic background gets a fair share.
Equity:	Refers to the practice of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.
Inclusion:	Means a philosophy which focuses on the process of adjusting institutions and the society so that all individuals regardless of their differences can have the opportunity to interact, play, learn, work and experience the feeling of belonging and develop in accordance with their potentials and difficulties.
Integration:	Refers to the process through which persons with disabilities are educated together to the maximum extent possible in a least restrictive environment.
Rehabilitation:	Refers to a strategy for habilitating and rehabilitating, equalization of opportunities and social inclusion of all persons with disabilities.
Polytechnic:	Nyeri national polytechnic

PREFACE

On behalf of the council of the Nyeri National Polytechnic (NNP), I am delighted to approve this policy on disability mainstreaming for use in the polytechnic by the management, staff and all stakeholders. The council is determined to expand access to and equity of quality technical and vocational education and training, and to ensure that the polytechnic contributes in the actualization of sustainable development goals, Vision 2030 and the government's "Big four" agenda.

Towards this end, the council is determined to critically address the task of defining long-term strategies for addressing the constraints to training through:

- a) Improved corporate governance for enhancing accountability and decision making;
- b) Enhanced access, quality, relevance and equity in training;
- c) Prudent resource utilization and good infrastructural management;
- d) Increased visibility of the polytechnic nationally and internationally;
- e) Improved resource base, partnership and linkages; and
- f) Mainstreaming the rights of people with disabilities in the polytechnic's curriculum and programmes.

This policy therefore, provides a critical analysis of the internal and external environment, and makes a strong statement on the role NNP will play in supporting the government to realize sustainable growth in the technical education sector. The council is dedicated to offer oversight on the operations and management of the polytechnic to ensure effective delivery of its programs thereby being a major contributor in shaping the workforce in the country and beyond.

Finally, I believe that successful implementation of this policy will be realized through total commitment of the entire management team, staff, trainees and other key stakeholders.



FCS. RICHARD K. GIKUHI
CHAIRMAN OF THE COUNCIL

FOREWORD

Deliberate efforts to integrate people with disability into the development agenda are key towards achieving the country's blue print of vision 2030. This incorporation of persons with disability has recently been gaining recognition worldwide. Persons with disabilities are a distinct group whose needs, capacities and aspirations require special attention.

Nyeri national polytechnic has committed itself to the provision of necessary opportunities and access to people with disabilities through various mechanisms. It is expected that, this policy will play a major role in mainstreaming disability within the polytechnic. This policy provides clear guidelines regarding the position of the polytechnic with regard to non-discriminatory practices, effective participation, equity and respect to all persons.

This policy complies with other existing local and international initiatives on disability mainstreaming. It provides guidelines on mainstreaming disability into the various programs, services and structures of the polytechnic. With the effective implementation of this Policy, the Polytechnic will certainly accord a conducive environment for working and studying. I wish to assure the polytechnic's community and its entire stakeholders that NNP is committed to the full implementation of this policy.



**ANNE N. MWANGI
CHIEF PRINCIPAL**

1.0 INTRODUCTION

1.1 Overview

Majority of persons with disability in Kenya, as in most developing countries, live in poverty, have limited opportunities for accessing education, healthcare, suitable housing and employment opportunities.

The actualization of Kenya's Vision 2030 and other government agendas like the "Big four" calls for participation of all Kenyans. The constitution of Kenya provides for and emphasizes on the Bill of Rights in chapter 4. In line with this, the government has put in place the national council for persons with disability (NCPWD), a semi-autonomous government agency charged with ensuring the implementation of the provisions of the persons with disabilities Act of 2003. This Act of parliament provides for the rights, rehabilitation of, and achieving equalization of opportunities for PWDs.

The polytechnic has approximately 0.4% of its population being PWDs and hence the need to proactively engage in activities that streamline disability in her operations. Thus, the polytechnic has developed the disability mainstreaming policy within the framework of the constitution of Kenya and in particular Article 54 and the persons with disabilities Act, 2003. The polytechnic is committed to the provision of necessary opportunities and access to PWDs and has so far achieved the following towards disability mainstreaming:

- 1) The polytechnic has an operational disability mainstreaming committee which incorporates both trainers and non-teaching staff;
- 2) Trainees with disability have representation in the student council;
- 3) Availability of access ramps in all the buildings;
- 4) Special toilets suitable for trainees with disabilities in communal areas;
- 5) Disability friendly low hand washing points;
- 6) Trainees with disability are registered with the examinations bodies who accord them 30 minutes extra time during examinations;
- 7) Provision of separate examination rooms and personalized invigilation for trainees with disability;
- 8) The polytechnic gives special consideration to all trainees with disability in allocation of hostels.

General Objectives

In order to enhance access and ensure friendly and conducive environment for PWDs, the polytechnic shall endeavour to:

- a) Ensure a disability friendly environment within the polytechnic;
- b) Encourage and facilitate empowerment of PWDs;

- c) Facilitate staff, trainees and service providers to deliver quality services to PWDs;
- d) Promote measures to prevent discrimination against PWDs;
- e) Enhance access to quality research, education, training and other activities by PWDs;
- f) Increase the participation of PWDs in governance and management of the polytechnic;
- g) Promote awareness on needs and capabilities of PWDs;
- h) Mobilize resources for disability activities;
- i) Ensure learners-centered curriculum and responsive learning systems and materials are friendly to PWDs;
- j) Promote partnerships and collaborations with other stakeholders on PWDs issues.

1.2 Scope of the Policy

This policy applies to NNP staff, trainees and other stakeholders with disabilities and covers the following areas:

- a) Human resource management (HRM),
- b) Trainees' rights,
- c) Infrastructural development,
- d) Sports and recreation Rights,
- e) Civic rights, and
- f) Procurement of goods and services.

This policy is aligned with global and national trends and shall address issues of access, equity, retention, transition, relevance and quality of service to PWDs.

1.3 Guiding Principles

This Policy is guided by the following principles:

- a) Holistic realization of the full potential of staff and trainees with disabilities;
- b) Equal access to educational and training opportunities for trainees with disabilities;
- c) Professional delivery of service to PWDs for their best interest;
- d) Non-discrimination in registration, enrolment, recruitment, promotion, retention and allocation of procurement opportunities;
- e) Equitable access to services that meet the environment needs of individual PWDs;
- f) Protection of the rights and privileges of staff and trainees with disabilities; and
- g) Barrier-free transition of staff and trainees through various educational and employment levels in accordance with their disability.

1.4 Rationale

The challenges trainees with disabilities face regarding their rights and responsibilities when commencing tertiary education can have implications on their transition if they are not fully

prepared for it. These trainees may need to meet extra cost on documents due to their disabilities, personal services (such as personal care attendants), assistive equipment, transportation, and medical expenses related to their disability. Moreover, these trainees may take more time to finish their studies and face additional costs associated with accommodation.

There may be challenges related to lack of staff and trainer experience in supporting trainees with disabilities. However, to improve access to quality training for trainees with disabilities, a coordinated approach to augment resources and knowledge in providing technical assistance is required and recommended.

2.0 DISABILITY INTERVENTION

2.1 Areas of Intervention

To achieve the objectives of this disability policy, the following areas of intervention shall be initiated:

- a) Human resource management;
- b) Physical facilities development;
- c) Trainees rights;
- d) Sports and recreation rights;
- e) Civic rights; and
- f) Procurement opportunities.

These areas are presumed crucial to the self-actualisation of both staff and trainees with disabilities.

2.1.1 Human Resources Management

- a) No person will deny a person with disability access to opportunities for suitable employment in NNP.
- b) A qualified employee with disability will be subject to the same terms and conditions of employment as qualified, able-bodied employees.
- c) The polytechnic will facilitate access to medical facilities for trainees and staff with disabilities.
- d) The Polytechnic will endeavour to reserve at least five per cent (5%) of all positions in employment for persons with disabilities.
- e) Subject to the provisions of the employment Act, PWDs shall be eligible for engagement where their disability is not such as to impede their performance in particular occupations for periods for which they are hired.
- f) The polytechnic will take all reasonable steps to ensure that a member of staff who is or becomes disabled or whose disability increases during the course of employment is given every opportunity to remain in employment, provided the disability does not hinder performance of official duties. The polytechnic will make reasonable adjustments within available resources to help overcome the practical effects of the disability.

2.1.2 Infrastructural Development

- a) According to the PWDs Act (2003), accessibility to buildings by persons with disabilities should be made possible by all stakeholders.
- b) The polytechnic will continue to improve/modify infrastructure or avail special services in ground floors in order to provide access to resources for trainees and employees with

disabilities. The modifications shall include provision of ramps/lifts, parking spaces and appropriate toilets.

- c) The polytechnic will ensure PWDs are entitled to a barrier-free and disability friendly environment to enable them have access to buildings and other service points.

2.1.3 Trainees' Rights

- a) The polytechnic will ensure that PWDs are given sufficient information about academic programmes to enable them make informed selection decisions. This will include, but is not limited to clear information about programme outcomes, learning and training approaches, assessment, professional requirements and support services.
- b) The polytechnic will establish procedures and practices to ensure that all PWDs are treated fairly. It will make reasonable adjustments to support trainees with disabilities in their learning environment and as far as is reasonable, remove or reduce barriers which prevent them from successful participation in aspects of Polytechnic life.
- c) The polytechnic will not deny admission to a person with disability to any course of study by reason only of such a disability, if the person has the ability to acquire substantial learning in that course.
- d) The polytechnic will take into account the special needs of PWDs with respect to the entry requirements, pass marks, curriculum, examinations, auxiliary services, use of polytechnic facilities, class schedules, physical education requirements and other similar considerations.
- e) The polytechnic will take appropriate steps to ensure trainees who become disabled during their course of study have every opportunity to complete their studies.
- f) The polytechnic will strive to provide the same level of adaptation and support comparable to that which is provided to a trainee who was disabled at the start of the programme and/or through flexible interpretation of the academic programme regulations within the limits of maintaining due academic standards.

2.1.4 Sports and Recreation Rights

- a) All persons with disabilities will be entitled to the use of recreation and sports facilities in the polytechnic.
- b) The polytechnic through the dean of students' office will facilitate and ensure that all PWDs are entitled to participate in recreational and competitive events by providing the necessary suitable environment including: equipment, training, medics and transport of the disabled participants to the sports' venues.

2.1.5 Civic Rights

- a) All PWDs will be entitled to voting rights and privileges as set out in the PWDs Act (2003), as well as the NNP human resource policy and SWANNP constitution while working or studying at the polytechnic respectively.
- b) The polytechnic will recognize existing organizations for persons with disabilities and liaise with such organizations when making decisions affecting PWDs in the polytechnic.
- c) The organizations include but are not limited to: community based organizations, civil society organizations, disabled people organizations, faith based organizations (FBOs) and non-governmental organizations (NGOs).
- d) The polytechnic shall endeavour to provide commensurate services such as hire of sign language expert or provision of audio/visual services to cater for the needs of PWDs.

2.1.6 Procurement Opportunities

- a) The polytechnic shall ensure allocation of 2% of its 30% procurement budget to PWDs in accordance with the public procurement and disposal Act (preference and reservations scheme) regulations, 2011.
- b) The polytechnic shall facilitate quick processing of payment upon receipt of necessary documents.

2.2 Precautionary and Safety Measures

The polytechnic will put in place precautionary and safety measures to ensure that staff and trainees with disabilities are not discriminated in their respective places of work and learning. To this end, the polytechnic shall:

- a) Allocate an annual budget for disability mainstreaming.
- b) Provide or contribute assistive devices and services.

3.0 MONITORING AND EVALUATION

The implementation of this disability mainstreaming policy will be a collaborative effort between the council, management, staff and trainees.

There shall be established the disability mainstreaming committee which shall be responsible for developing, revising and advising on the implementation of this policy.

The terms of reference for the committee shall be to:

- a) Develop a policy guide on disability mainstreaming activities;
- b) Identify disability concerns, needs and priorities and devise ways of addressing them;
- c) Ensure representation of persons with disability in all the polytechnic issues; and
- d) Collect disability related data to guide in planning and programming in the polytechnic.

The finance, resource mobilization and administration management committee of the council shall receive quarterly reports and make recommendations to the council.

Monitoring and evaluation of disability mainstreaming programmes will be conducted periodically by the disability mainstreaming committee to ensure efficient and effective implementation of this policy.

Performance monitoring and evaluation tools will be developed to include disability mainstreaming responsive indicators.

The committee will further ensure that data relating to PWDs in the polytechnic is updated continually.

The committee will also monitor both staff and trainees to evaluate the degree of satisfaction with the services provided and then strive to implement the recommendations made in the assessments.

4.0 POLICY REVIEW


This policy will be reviewed after every three (3) years with a mid-term review to accommodate emerging issues or from time to time as need may arise.




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