

DISABILITY STATEMENT

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Doncaster College welcomes the objectives set down in the Equality Act (2010).

We are committed to providing equality of opportunity for all who learn and work here. We respect and value positively differences in race, age, gender, gender identity, sexuality, ability, class, marital/civil partnership status, trade union activity, status as parent/carer, associated criminal conviction and age.

Doncaster College does not tolerate any prejudicial behaviour, on grounds of disability or to fail to make reasonable adjustments to overcome barriers to using services which may be caused by disability.

The College's Comprehensive Equality Policy is published on the College's Website, together with Age, Sexual Orientation and Religion or Belief Policies and the College's overarching Single Equality Scheme, its associated strategy and action plans and the Additional Learning Support Policy. These are monitored by the Equality and Diversity Committee, academic as well as business support managers and governors

Copies of this statement and any other College policy is available in other languages and formats on request from the Head of Additional Learning Support.

The College considers all applications from people with a disability bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues and provides appropriate training, career development and opportunities for promotion.

The College uses Disabled Go – a website – for potential staff and students to establish, in advance of any application, an overview of the College from the perspective of an individual with disabilities. The information contained on the website is largely related to issues of access around the College.

Copies of this statement and all other policies area available from Learner Services, Reception and Learning Resource Centres.

Statement

The College recognises the wide range of needs and experiences of all its stakeholders and will:

- provide advice and guidance to ensure all individual learning needs are met
- provide opportunities and encouragement for students to identify their needs/disclose their disability
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- provide a reasonable level of support to enable a learner with a visible or non-visible difference to follow a course appropriate to their needs and aspirations
- provide information outlining the facilities which are available specifically for people with learning difficulties and/or disabilities e.g. toilets, car parking

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- make reasonable adjustments to ensure that the physical learning environment meets the needs of all its stakeholders
- ensure that the content of programme and teaching styles meets the needs of individual learners and facilitates personalised learning
- remove any barriers to stakeholders wishing to make a complaint or an appeal by providing appropriate support
- ensure confidentiality and disclosure are respected
- provide specialist equipment and assistive technology for use by all stakeholders
- provide specialist support staff to enable students to achieve their learning aims
- encourage applications from potential staff and students with visible and/or non-visible differences.
- provide a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- provide specialist programmes which are published in course prospectuses. Achievements and destinations are recorded and monitored.
- provide support to enable a student with a disability to follow course appropriate to their needs and aspirations.

Doncaster College aims to be disability friendly and listen to the 'Voice of the Learner'. Please help us to achieve this by bringing to our attention any potential discrimination against people with disabilities and any suggestions for improvement. If you wish please use the College's Complaints, Comments and Compliments procedure. Forms are available from Receptions, Learner Services Centre and Learning Resource Centres

Doncaster College offers a range of support for learners with learning difficulties and/or disabilities such as:

- welfare and advice services
- careers guidance
- parking spaces
- additional teaching and/or specialist tutors
- personal care assistant, mobility assistant, in-class support assistant
- reader, note taker, amanuensis, signers
- communication support workers
- material adaptations
- equipment and technical support
- dyslexia support
- additional support arrangements during examination or assessments

The College offers, where appropriate, discrete provision for students with disabilities and/or learning difficulties. The College, where appropriate, will also provide referrals to external agencies to provide specialist advice and support.

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Advice and support will be available to all potential students prior to enrolment and throughout their programme.

The College will identify individual learning needs initially on the application form, at interview, through the enrolment form and throughout the programme. Any student who is identified as having a disability will be contacted to discuss their needs.

The Disability Statement will be reviewed yearly by the Equality and Diversity Committee.

Staff Contacts

- **Initial Advice and Guidance – Tel No 0800 3587575**

for information on College courses and careers advice

- **Head of Additional Learning Support – Tel No 01302 558246**

for information on support available for students with disabilities and/or learning difficulties.

- **Head of Inclusion – Tel No 01302 553848**

for information on courses specifically for students with disabilities and/or learning difficulties and College policy.

- **Head of Student and Staff Welfare – Tel No 01302 554216**

for information on the counselling and welfare support available

SCOPE AND DEFINITION

This Statement relates to the Disability Discrimination Act 1995 (as amended by the Special Educational Needs and Disability Act 2001) (“the Act”).

The Act identifies two main types of discrimination :

1. Treating a disabled person less favourably than a non-disabled person, for a reason related to his or her disability, without justification.
2. Failing to make a reasonable adjustment for a disabled person, which places the disabled person at a substantial disadvantage in comparison with a non-disabled person, without justification.

Whether or not it is justifiable to treat a person less favourably will depend on how reasonable it is in all the circumstances for the College to make those adjustments. All reasonable adjustments to provision will be made to ensure that disabled learners and other disabled people are not substantially disadvantaged.

A disability is defined by the Act as a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities. This may include physical impairments, such as cerebral palsy, visual and hearing impairments, learning impairment such as dyslexia and dyspraxia and psychological impairment such as depression and schizophrenia. Severe disfigurement is also classed as

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a disability. A “long term” disability is one that will last for 12 months or more and “substantial” means more than minor or trivial.

In line with the Disability Discrimination Act (DDA) 2005 the college will promote disability equality, produce a three-year Disability Scheme and Disability Action Plan to be included in its Equality & Diversity Action Plan.