Accessibility Policy

Date approved by the Governing Body:	28th April 2016
Signature of Chair to the Governing Body:	
Signature of Principal & Chief Executive:	
Previous Review Dates:	6th February 2015 14th April 2016
Review Period:	Annually
Key Stakeholders:	Business Manager Principal & Chief Executive Link Governor (Operations)

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1.0 Introduction

UTCW is committed to inclusion of all students and staff with disabilities and aim to provide additional support, resources and facilities to meet individual need. This document is a guide to the services and provision available to students and staff with disabilities. This statement was drafted using guidance set out by the Equality and Human Rights Commission.

1.1 The Public Sector Equality duty

The Public Sector Equality Duty consists of a general equality duty, which is set out in section 149 of the Equality Act 2010 itself, and the specific duties which came into law on the 10th September 2011. These duties state that we must:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

1.2 What is the definition of disability?

The Disability Discrimination Act stated that a disabled person is someone with a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities.

Examples include cancer, diabetes, multiple sclerosis and heart conditions; hearing or sight impairments, or a significant mobility difficulty; and mental health conditions or learning difficulties.

Under the Equality Act of 2010, Disability is a Protected Characteristic and as such, people who are identified as having a disability are protected under the law.

2.0 Reasonable adjustments

It is unlawful for education providers to treat a person with disabilities less favourably for a reason related to that disability or to fail to make **reasonable adjustments** to prevent the learner or employees being placed at a substantial disadvantage.

It is against the law for education providers to discriminate against the disabled person in the following areas:

a)   Admissions and interview
b)   The curriculum, teaching and learning and other services which are provided wholly or mainly for students – including school trips and outings, school sports, leisure facilities, libraries and learning centres, work experience and student accommodation by excluding you from an education institution or course.
c)   The duty on Post-16 education providers to make reasonable adjustments includes the provision of auxiliary aids and services, learner support assistive technology and removing or altering physical features.

2.1 Policies and procedures in place to support the person with disabilities

a)   The Health and Safety Policy
Risk assessments can be completed to identify any risks within the college environment.
b)   Equality and Diversity Policy
Impact assessments can be undertaken to ensure that that any policies and procedures do not have a negative impact on the person with disabilities.
c)   Safeguarding Policy
This policy is in place to ensure that the disabled person feels safe within the college. There are Safeguarding officers who offer support.

2.2 Learner Support

When a student's individual needs have been identified on admission to a course, a learner support plan can be put in place will can include
a)   Study skills
b)   British Sign Language
c)   Technical support from the behaviour and welfare team and the loan of technical equipment.
d)   One-to-one support for students with dyslexia.
e)   One-to-one support and in-class support for students with mental health and well-being issues or behavioural difficulties.
f)   Access to specialist support, adaptations and technology.
g)   Adaptations and technology for visually impaired students.

3.0   Implementation - UTCW facilities

a)   UTCW is fully accessible to wheelchair users
b)   Automatic door at the entrance.

c) A lowered reception desk to enable wheelchair users to communicate easily with the reception staff.
d) Widened doors
e) A lift to all floors.
f) Disabled toilet.

3.1 Car Parking

There will be designated drop off areas for disabled access at the front of the building.
If assistance is required, the reception staff must be informed and a responsible member of staff will assist the disabled person into the building.

3.2 Medication Management and personal care

3.3 If a student with disabilities is required to take daily medication while on the premises, this must be discussed with school staff to ensure that the disposal of any waste e.g. containers, tubes or needles is correctly managed.

3.4 If the student with disabilities requires assistance from staff to administer medication, this must be risk assessed and the only permitted after the member of staff has received appropriate training.

3.5 If the student with disabilities requires assistance with personal care, the carer, or the member of staff must have appropriate training to provide this care. For example – safe use of hoists.

3.3 Confidentiality and Data Protection

In order for UTCW to provide disability related support the person with disabilities will need to provide the school with
a) Information regarding the nature of the disability.
b) The type of support required

UTCW may need to share information in order to provide the best support. This will be done sensitively and only when appropriate.

4.0 Monitoring and Review
This policy will be reviewed annually by the Business Manager in conjunction with the Principal & link governor (Operations), and also updated whenever any accessibility arrangements are improved or amended throughout the year.