



STUDENT DISABILITY POLICY

Purpose

The purpose of this policy is to:

- I. Set out a framework to ensure students with disabilities can fully participate, were practicable, in the University's academic and social programmes.
- II. Ensure that the University complies with its legal requirements under the Equalities act 2010

Scope

This policy will apply to direct applicants to the University of East London and to those students who were enrolled directly with the University of East London and who were either studying with attendance, or through a distance learning programme. Institutions enrolling students on University of East London programmes through a collaborative partnership will be expected to have their own local policy and procedure.

Equality Analysis

The policy is designed to ensure that our disabled students receive the support and adjustments that they require in a fair and timely manner and are not unreasonably disadvantaged. The policy seeks to encourage and promote equality of opportunity and fair access and is a positive step towards inclusivity.

Policy

The University of East London is committed to the principles of inclusion and equal opportunities for all. This document outlines our policy for supporting students with disabilities within the context of the wider university Equality and Diversity strategy 2011-15. This policy will be effective from 1 September 2015 and will supersede any previous policies.

1. Legal Context

The Equality Act 2010 sets out to consolidate and replace previous legislation with respect to the nine protected characteristics, one of which is disability. Within the context of disability, the act addresses the types of direct and indirect discrimination that may occur within an institution, including harassment, victimisation and failing to put in place reasonable adjustments.

2. Definitions of Disability

A disability is defined as a physical or mental impairment that is likely to have a substantial and long term effect on an individual's ability to carry out day to day activities. Long term is defined as a condition that has lasted for a year and a day, a condition that is likely to last for a year and a day or a condition that will last for the duration of the individual's lifetime.

3. Overarching Principles

The University aims to create an inclusive environment that enables disabled students to fully participate in the University experience and where reasonably practicable, one that is comparable to non-disabled students. The University will where possible, endeavour to exceed the overarching principles of Quality Assurance Agency requirements.

Approved at Academic Board 17th June 2015

To advance these principles UEL will:

- I. Encourage applications from prospective students who have a disability;
- II. Make reasonable efforts to contact those applicants who have declared a disability in order to discuss their needs;
- III. Eliminate unlawful discrimination, harassment and victimisation;
- IV. Promote equality of opportunity and foster good relations between disabled people and others;
- V. Take account of a disabled person's disability, which may involve treating a disabled person more favourably if this results in their being treated fairly;
- VI. Ensure that reasonable anticipatory adjustments are considered and implemented;
- VII. Take anticipatory action to enhance the accessibility of our facilities and services;
- VIII. Promote an inclusive, safe and supportive environment for all students, including those with disabilities to study within;
- IX. Provide training and support for staff and managers to be able to promote disability awareness.

4. Disclosure and Confidentiality

The University will endeavour to create an environment that encourages disclosure by implementing the following actions:

- I. All information relating to disclosure of a disability will be treated as sensitive information, as laid down by the University's Data Protection Policy.
- II. Information relating to a student's disability will only be shared with the student's consent, to ensure that appropriate support to meet the individual's needs can be provided. Where students decide that they do not wish to disclose, this may affect the type of support that can be provided.

5. Teaching and Learning

The University will endeavour to provide appropriate reasonable adjustments dependant on the individual's needs, this will include assisting a student to obtain relevant evidence so that we can provide appropriate support and address any issues relating to academic or professional competency standards. Once the level of need has been established, and with permission, information can be disseminated to relevant departments to arrange support. This will be done by:

- I. A Learning Support Agreement (LSA) – formulated with the agreement of the student.
- II. A Teaching and Learning Support Requirement (TLSR) – which will be circulated to relevant staff, with the students consent, advising on appropriate adjustments.

The University will also endeavour to consider the requirements of disabled students in the following areas:

- I. Inclusive and accessible programme design;
- II. That, where practicable, all learning and teaching materials are accessible as standard;
- III. That, where practicable, disabled students have equal opportunities to access academic and vocational placements;
- IV. That appropriate exam adjustments are implemented within the constraints of University policy, to ensure that assessment and examination practices should provide the same opportunities as non-disabled peers.