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This policy, its associated Disability Statement and the Notes and Procedures to both documents are available in a range of accessible formats on request from HR Department.

DISABILITY EQUALITY POLICY

This policy is applicable to staff and students and to others working with the College.

This policy is supplemented by Notes and Procedures and both documents are available on notice boards, the staff intranet and via Blackboard.

Aims

- To actively promote inclusion of and equality of opportunity for disabled people.
- To ensure we are proactive in eliminating any unlawful disability discrimination or disability related harassment.
- To promote positive attitudes towards people with disabilities.
- To encourage disabled people to participate in public life both within and external to the College.
- To take account of people's disabilities to ensure full inclusion into all parts of college life within the limits of reasonableness, health & safety and academic excellence.

Strategic objectives of the Policy

All staff and students are to be given the opportunity to disclose their disability at the point of recruitment or enrolment and subsequently encouraged to reveal disabilities if they chose not to do so initially.

All staff involved in the recruitment and support of learners will be specially trained to understand the many changes in Disability law which apply (where appropriate) to admission (including objective comparators and academic excellence), health & safety, intimate care, necessary restraint and the administration of medicines.

We will ensure that internal practice for data collection is comprehensive and rigorous and that the data is used in a way which ensures that there is equality for staff and students. We will proactively work on concerns that are made evident as a result of information gathered.

We will require staff who have remit for many of the diverse activities within Northbrook College to ensure inclusion and equality, through strategic and operational collaboration.

We will create a college culture where harassment and discrimination is unacceptable and ensure that staff and students are aware of the roles they play in creating this ethos.

Current provision

We are striving to provide an inclusive, supportive environment for students and staff with a range of disabilities and learning difficulties. To this end we will:

- continue to provide specialist courses and support for young people including school leavers, adults with severe or moderate learning difficulties and be able to offer support to students on mainstream courses who have support needs.
- continue with our forum/action group to act as a catalyst for change, discussion and development. We encourage staff and students with disabilities within this group and as part of the decision-making process.
- enhance our methods of collecting data, and develop strategies to use this collected data to make positive change
- re-examine buildings, facilities and equipment levels to ensure we discharge our duties under the Disability Discrimination Acts 1995 and 2005 and the Post 16 Education Code of Practice, Disability Equality Code of Practice and Code for Practice for Trade and Qualification.
- enhance staff awareness and understanding of their responsibilities with regard to meeting the needs of students with disabilities.