

St Padarn's Institute Disability Policy



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ST PADARN'S INSTITUTE

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2. Introduction

St Padarn's is committed to ensuring that disability does not provide a barrier to full participation in learning and teaching, facilities, and services for existing and prospective learners.

St Padarn's supports an approach that requires a pro-active consideration of access to learning, teaching, services and facilities to ensure adjustments are made in advance of individuals with disabilities attempting to study or use the services and facilities.

The Institute is committed to addressing the barriers to inclusion (structural, cultural, organisational and attitudinal) and takes as its starting point the premise that accessible and appropriate provision is not 'additional' but a core element of our overall mission and work.

This Policy applies to all disabled learners regardless of nationality, fee status, programme of study, or place of residence.

3. Definition of Disability

A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities (Equality Act 2010). Long-term means it has lasted for at least 12 months, it is likely to last at least 12 months, or it is likely to last for the rest of the life of the person. Disability covers a wide range of physical and mental impairments, including physical and mobility difficulties, hearing impairments, visual impairments, specific learning difficulties including dyslexia, medical conditions and mental health problems.

4. Principles

- St Padarn's will ensure that in all policies, procedures, functions, and activities consideration is given to the means of enabling disabled students' full participation in all aspects of the academic and social life of the institution.
- St Padarn's publicity, programme details and general information will be accessible to people with disabilities.
- St Padarn's will work in partnership with disabled learners to ensure that reasonable adjustments are made, enabling disabled students to meet their full potential.
- St Padarn's will ensure that the requirements of disabled students are considered during programme validation and review and that appropriate amendments are made. Programme specifications that raise barriers to access by disabled people will be reconsidered and reasonable adjustments made to minimise such barriers.
- Learners are responsible for requesting any review of implemented reasonable adjustments, if such adjustments are not proving to be effective in meeting their entitlements.

5. Disclosure and Confidentiality

The decision of whether or not to disclose a disability and the timing of any disclosure belongs entirely to the individual learner. However, if opportunities have been given to disclose a disability and an individual decides not to then St Padarn's will not be able to offer them individual support or adjustments.

St Padarn's cannot be held liable for not implementing reasonable adjustments retrospectively (i.e. prior to disclosure of disability).

St Padarn's will manage the process of information sharing and will treat all personal data in accordance with the Data Protection Act 1998 (and subsequent legislation which may replace this); access to disability-related information will be provided on a need to know basis only, in order for reasonable adjustments to be implemented.

Where a student is on a placement as part of their training relevant information may be shared, with the consent of the learner, to ensure reasonable adjustments will be provided to ensure no disadvantage is experienced by the learner.

6. Reasonable Adjustments

- St Padarn's seeks to increase the inclusivity of learning and teaching to optimise the learning experience for all, however, it is recognised that this does not negate the need for reasonable adjustments. Where a disabled learner may be placed at a substantial disadvantage St Padarn's is required to make a reasonable adjustment, which is defined as a decision taken by the Institute to allow students non-standard arrangements. Adjustments may include specific examination arrangements, provision of additional support for learning, adjustments to assessment practices, and to accommodation arrangements. Adjustments will be made within the parameters of the following factors:
- The nature of the learner's circumstances and needs following consultation with the learner and examination of available evidence and relevant assessments
- The nature of the academic programme of study
- The likely effectiveness of the adjustment in removing the disadvantage
- The practicality of the adjustment, taking account of:
 - i. Disruption,
 - ii. Health and safety issues,
 - iii. The reasonable expectations of others and external factors (for example, factors in relation to placements)
 - iv. The costs, including the availability of external funding sources to assist in the adjustment
 - v. Legal precedent
 - vi. The possibility of using inclusive measures, which is our preferred method of ensuring accessibility, rather than a reasonable adjustment.
 - vii. If learners require adjustments to be made in a placement area, the placement provider will be responsible for assessing the feasibility of these being provided during the learner's period of placement.

7. Disabled Students Allowance

Disabled Students' Allowances (DSAs) are a Government grant available to eligible disabled learners on some higher education courses in the UK, to help with extra course costs they may incur by attending their course, as a direct result of their disability. The allowances can help to pay for a non-medical personal helper, items of specialist equipment, assistive software, travel and other course-related costs. The allowance is neither means-tested nor repayable. DSAs are not available to all students, but are subject to eligibility criteria, which are stated on the Gov.uk website at: <https://www.gov.uk/disabled-students-allowances-dsas/overview>

A disabled applicant may be offered a place at St Padarn's, but that offer is not a guarantee of eligibility to receive DSAs.

8. Learning Support Advisor

The Learning Support Advisor is a member of St Padarn's staff with the responsibility to support students with disabilities to reach their academic potential. The Learning Support Advisor will seek to ensure that all learners experience equality of opportunity during their studies with St Padarn's. Where possible inclusive practices may make individual support unnecessary but where barriers resulting from disability still remain the learner will be offered reasonable adjustments.

St Padarn's primary method of ensuring accessibility is by developing and embedding inclusive teaching and learning practices however it is recognised that the need for some individual adjustments remains.

9. Learners Registered with Accrediting Universities

Learners who are registered with accrediting universities with which St Padarn's has a formal agreement may also be able to access support from the university. In such cases learners are encouraged to contact the Learning Support Advisor who will be able to signpost learners to that University's Support Services.

10. Policy Approval and Review

- This policy as well as all other policies, procedure, and guidance documents relating to learners studying at St Padarn's, will be available to all, monitored regularly and reviewed and evaluated periodically.
- The Learning Support Advisor and the Director of Operations have overall

responsibility.

- This document can be found in the learner area on the St Padarn's Moodle VLE (Virtual Learning Environment) and on the SPI website:
www.stpadarns.ac.uk
- Every effort will be made to respond to any request to provide this policy in a different format.
- This policy will be included in staff induction.