



ST. ANDREW'S
COLLEGE
Cambridge






COLLEGE POLICY DOCUMENT

DISABILITY DISCRIMINATION POLICY

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Authorised by: Wayne Marshall Date: 21st July 2016	Signature: Wayne Marshall

1. Introduction

The Disability Equality Duty requires colleagues to have due regard to the need to:

-  Promote equality of opportunity between disabled students and other people.
-  Eliminate discrimination that is unlawful under the Equality Act 2010.
-  Eliminate harassment of disabled students that is related to their disability.
-  Promote positive attitudes towards disabled students.
-  Take steps to meet the needs of disabled students, even if this needs more favourable treatment.

2. The Policy

2.1 The college seeks to proactively promote equality of opportunity between disabled people and other people in all its functions. It pays due regard to the Equality Act and acts within the law to ensure equality of opportunity. College policies and procedures are upheld to ensure that disabled people receive equal opportunity relevant to their particular situation.

2.2 The equality Act defines a disabled person as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.

The definition includes a wide range of impairments such as dyslexia, autism, speech and language impairments, and Attention Deficit Hyperactivity Disorder.

The College will ensure that its attitude is conducive to disclosure, and will ensure students feel comfortable about acknowledging an impairment or health condition. Any information will be used sensitively and confidentially and used to improve opportunities/outcomes for them. In the event of evacuation of the building, tutors will personally allocate themselves to ensure disabled persons in their classes are helped to the meeting point.

3. Implementation

On a continual basis, the College will analyse:

- ✚ Whether there are areas of the curriculum to which disabled students have limited or no access.
- ✚ Whether there are parts of the college to which disabled students have limited or no access.
- ✚ Whether different forms of communication are made available to enable disabled students to express their views and hear the views of others.

This enables the College to make judgements about the significance of its policy, and helps determine where the College needs to set priorities

4. General Duties

4.1 St Andrews College Cambridge aims to promote greater engagement of students so that we can identify further areas to promote equality of opportunity. Students with a disability will be actively involved in the continuous review and development of this policy by being encouraged to give their comments and suggestions.

4.2 The college recognises that bullying is more likely towards disabled students and St Andrew's College Cambridge staff will carefully monitor the personal wellbeing of disabled students.

4.3 Positive attitudes to disability will be promoted whenever possible, ensuring staff and other students have respectful attitudes to disabled students.

5. Complaints of Discrimination

St Andrew's College Cambridge will treat seriously all complaints of unlawful disability discrimination on any forbidden grounds made by employees, students or other third parties and will take action where appropriate. All complaints will be investigated in

accordance with the organisation's grievance or complaints procedure, and the complainant will be informed of the outcome in line with these procedures. We will also monitor the number and outcomes of complaints of disability discrimination made by staff, students, and other third parties.

6. Monitoring

6.1 St Andrew's College Cambridge will monitor and record equal opportunities information about disabled students on the basis of their individual disability.

6.2 We will store disability information as confidential personal data and restrict access to this information. Disability information will be used exclusively for the purposes of equal opportunities monitoring and will have no bearing on opportunities or benefits.

Reviewed:

September 2009, 2010, 2011, 2012, 2013, July 2014, July 2015 and July 2016.

Next review: 1st August 2017.