



LONDON BRIDGE BUSINESS ACADEMY

## Disability Policy

### Policy Statement

London Bridge Business Academy (LBBA) is committed to a comprehensive policy of equal opportunities and recognises its responsibility under the current legislation to ensure that it does not discriminate against students or potential students with a Disability.

LBBA welcomes students with disabilities and specific learning difficulties and is committed to the continuing development of an "enabling" environment and a non-discriminatory culture within the Academy community.

The London Bridge Business Academy (LBBA) Commitment recognises the importance of effective support mechanisms in enabling all Students to achieve their potential and will continue to improve and expand provision for students with a disability.

The LBBA Policy and Code of Practice on Special Educational Needs and Disabilities seek to reinforce this commitment.

The Disability Discrimination Act 1995, as amended by the Special Educational Needs and Disability Act 2001 (SEND A), rendering it unlawful for bodies responsible for such provision to discriminate against students with a disability.

LBBA is committed to providing access for students with a disability in an inclusive Learning and teaching environment and to ensuring that students with a disability have the same opportunities as non-disabled students. Staff at LBBA will strive to anticipate the requirements of students with a disability and to ensure that wherever possible appropriate provision is in place and that reasonable adjustments have been made.

This Policy and Code of Practice is designed to support staff in understanding their Responsibilities under the Act and in identifying and developing best practice.

LBBA to make reasonable adjustments for disabled students or other disabled people to avoid them being disadvantaged.

The reception is located on the ground floor thus giving access to the library and photocopier.

### Roles and Responsibilities

- The Director of Studies is to ensure that the policy and its related procedures are effectively implemented.
- Ensure all staff and students are aware of their responsibilities under the legislation.
- All members of Committee are required to comply with the Act as well as Staffs who are expected to comply with LBBA Policy and Code of Practice on Special Educational Needs and Disabilities.



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The college will:

- Encourage applications for study and employment from persons with disabilities
- Judge applicants with disabilities solely on the basis of their potential
- Invite applicants with disabilities to contact the college to discuss how their needs might be met
- Offer information to any student applicant with disabilities who requires study support for help which might be available
- Provide adapted examination or assessment arrangements for eligible students
- Remain committed to ensure that all sections of the college are active in supporting students with disabilities
- Continue to increase the provision for disabled students in the college as far as is practicable
- Regularly review this policy and plan ways to improve it

### Legislation

Education in the UK is covered by the Equality Act 2010. The Equality Act defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”. The Act makes it unlawful for providers of education and related services to discriminate on the basis of the disability.

Discrimination may occur in two ways:

- 1) When a responsible body treats a disabled person less favourably, for a reason relating to the persons’ disability, than it treats or would treat a person to whom that reason did not apply.
- 2) It also occurs where a responsible body has failed to make a reasonable adjustment, which has meant that a disabled person has been placed at a substantial disadvantage in comparison with a student or employee who is not disabled.

The Act makes it a statutory duty for a responsible body to make reasonable adjustments. This is an anticipatory duty owed to disabled persons at large. It is not simply a duty to individuals. The Code states that responsible bodies should not wait until a disabled person applies to a course or applies for employment before thinking about what reasonable adjustments could be made. Instead, the requirements of disabled persons should be continually anticipated.

### Disclosure

The Act requires LBBA to offer students every opportunity to disclose their disability.

In accordance with the Data Protection Act, any information will be treated appropriately. Not choosing to declare a disability is the right of the individual,

However, in order to comply with its duty to make reasonable adjustments LBBA will seek to ensure that it is aware of the needs of individual students and will seek to anticipate those needs.

If a student declares a disability staff should be aware of the procedures for the dissemination of information and of the issue of confidentiality.