



Disability Policy

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Contents

- A. Policy Framework**
- B. Equal opportunities**
- C. Confidentiality**
- D. Access and admission**
- E. Examinations and assessments**
- F. Staff development and training programmes**
- G. Charging students for certain facilities**

Disability Policy

The Academy views disability as an equal opportunities issue and as such, includes disability as its Equal Opportunities policy. The following are extracts from Academy's principles, practice, and policy towards equal opportunities.

A. Policy Framework

Code of Practice (Section 3: Disable Students): Precept 11

Disabled students need to be recognised as “an integral part of the academic community. As such, they have a general entitlement to the provision of education in a manner that meets their individual requirements. The entitlements of disabled students need to be managed and have their quality assured in the same way as any other provision. Academy should be able to address individual cases effectively and also manage their provision in a way that develops an inclusive culture.”

B. EQUAL OPPORTUNITIES

Promote equality of opportunity and full participation for people with disabilities in the life. The Academy actively discourages discrimination against people with disabilities and is committed to develop training and resources to promote sensitivity and awareness of disability issues. The Academy is also committed to provide equal access and reasonable resources for people with disabilities in order to increase their opportunities.

People with disabilities have the right to equal access to courses, jobs and facilities offered through the Academy and an equal opportunity to work, learn and receive reasonable resources and academic adjustments (for example, examination and assessment arrangements) to cater for their needs, as mentioned in the candidate specific need assessment policy.

C. CONFIDENTIALITY

The latest disability discrimination legislation states that students are not obliged to disclose a disability. However, disclosure to the Academy is advisable and strongly recommended; otherwise, the Academy cannot guarantee 'reasonable adjustments' and the necessary support that may be required.

Files held in the Academy of disable students are strictly confidential and the Academy without the student's consent will not release information.

D. ACCESS AND ADMISSION

Students with disabilities have the right to equal access to courses and facilities provided by the Academy and are selected on the same academic criteria as other candidates. The Academy is committed to the provision of equal access. Prospective students who may need special support and access are encouraged to discuss, in advance, with the Administrative Officer the particular requirements regarding access to teaching, study materials and buildings.

E. EXAMINATIONS AND ASSESSMENTS

It would be practice at the Academy that alternative arrangements are made for any students with a disability or medical condition in all examinations and assessment procedures. The Academy Rules on Administration Procedures for Examinations state:

“Where a candidate, through disability, cannot be fairly assessed by the methods prescribed for the programme concerned, the relevant Programme Leader may vary the method or in the case of written examination. Any such variations must be consistent with objectives of the programme and with the need to assess each candidate on equal terms.”

F. STAFF DEVELOPMENT AND TRAINING PROGRAMMES

There is a continuing programme for staff development with regards to current disability legislation and disability awareness issues.

G. CHARGING STUDENTS FOR CERTAIN FACILITIES

Academy has no Policy of no charging, for certain facilities.

N.B. Whilst care has been taken to ensure the accuracy of information included, this is not a legal document and the Academy does not accept liability for errors or omissions. The document sets out a policy, which the Academy is seeking to achieve.

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