

Disability Discrimination Policy

Originator:	Chief Operating Officer
Approved by:	SMT
Date Approved:	June 2020
Review Interval:	3 Years
Review Date:	June 2023

DISABILITY DISCRIMINATION POLICY

Academy of Science Technology and Management (ASTML) is committed to eliminating discrimination on the grounds of disability. Entry to all courses is on academic merit. Services provided aim to enable students to fulfil the inherent requirements of the course as independently as possible.

The College aims to work towards compliance with the Special Educational Needs and Disability Act (SENDA) 2001, which is an amendment to the Disability Discrimination Act (DDA) 1995.

The students can obtain further guidance as to their specific needs from UKCISA by visiting their website <http://www.ukcisa.org.uk>. ASTML is committed to excellence in the advancement and communication of knowledge.

It aims to strengthen its position as a world-leading institution, providing high-quality and innovative teaching.

Only by ensuring equality of opportunity can ASTML be confident that it is recruiting from the widest available pool of talented individuals. Our Equal Opportunities Policy sets out how we will promote equal opportunities regardless of race, gender, disability, age, faith or sexual orientation, in the delivery of its services to students and employment of staff.

ACTION PLAN

The purpose of this Disability Action Plan for Students is to identify ways in which ASTML can:

- Eliminate unlawful discrimination.
- Eliminate unlawful harassment.
- Promote equality of opportunity between disabled and non-disabled people.

This Disability Action Plan is based on a number of core areas which form the action planning framework from which we can build standards and focus on the actions that need to be taken. The areas are:

- Pre application
- Admissions
- Teaching and Learning
- Student involvement
- Attainment and achievement
- Access to support

Disability is defined 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."

Within this context we include Dyslexia, Mental health issues or difficulties and Long Term Medical Conditions as disabilities.

This Action Plan sets out the framework within which ASTML can promote equality for, and prevent discrimination against, disabled people on the grounds of disability alone. The following objectives are intended to support and complement this framework:

We will promote equality for disabled applicants by:

- Examining the operation and impact of our policies and practice.
- Paying close attention to the ways in which we communicate with prospective students including the images we use in promotional materials.
- Use of widening participation initiatives to promote both the University in general and also specific subjects to under-represented groups.

We will seek to demonstrate equality of access for disabled students by:

- Close examination of admissions processes and outcomes.
- Challenging patronizing or discriminating attitudes.
- Making the environment as supportive as possible for all.
- Eliminating any possible discrimination in selection and retention.

We will support all students to achieve their full potential by:

- Identifying and analysing trends in performance.
- Identifying and analysing study levels and modes.
- Identifying and analysing student leaving data.

We will seek to deliver equality of access to full participation by

- Working to identify areas in student involvement where disabled students have lower engagement.
- having agreed principles and codes of practice for involvement

We will seek to ensure equal access to mechanisms for dealing with difficulties and feedback by

- Monitoring patterns of response to surveys and other relevant feedback mechanisms.

We will seek to ensure equality of access to College delivered services by

- Use of images of disabled people in the promotion of our services.
- Examining equality of access to specific areas of Student Services.

MONITORING

Here actions are taken in line with the Disability Action Plan, the results of assessments, consultations, and monitoring will be reported in the following year's Action Plan as well as being reported through ASTML's Equality and Diversity Committee and any other relevant body

ASTML will proactively update the Disability Action Plan for Students, whenever appropriate, to take into consideration changes in procedure or best practice guidelines. As a minimum, the Disability Action Plan for Students will be updated annually. Formal Revision of the Plan will take place every three years.

Physical Environment

ASTML will continue its comprehensive programme to improve access to buildings and equipment in a systematic manner as well as being responsive to specific requirements of current students. We will be seeking to discuss ways of installing a disabled toilet with the Landlords.