

STELLA MANN COLLEGE

OF PERFORMING ARTS

DISABILITY POLICY - POLICY STATEMENT (FULL POLICY AVAILABLE ON REQUEST)

Stella Mann College is committed to the provision of equal opportunities for all, as outlined in our Equal Opportunities Policy. This Disability Policy sets out the College's commitment to both potential and actual students and employees with a disability and those existing students and employees who might become disabled. The College also recognises the need to provide such resources as may be necessary to support students in accessing the curriculum and the employment of people with disabilities, and undertakes to identify resources wherever possible.

The College recognises and intends to meet its statutory obligations under the Disability Discrimination Act (1995) not to discriminate against a student or an employee with a disability, and to make reasonable adjustments to seek to overcome any practical difficulties that may prevent an applicant with a disability from taking up a place at the College or employment here.

Disability is defined as 'a physical or mental impairment that has a substantial and long term adverse effect on an individual's ability to carry out normal day to day activities'.

OBJECTIVES

1. To welcome, enable and empower students and both job applicants and employees with disabilities
2. To be flexibly responsive to the personal requirements of students and employees with disabilities in order to support them in their work at the College so that they may be fully integrated members of the College community
3. To ensure that, as an employer, the College's obligations under the Disability Discrimination Act are met to the best of the College's ability, and that a disabled job applicant or employee does not experience discrimination in either the process of recruitment or whilst employed by the College

EQUAL OPPORTUNITY POLICY - POLICY STATEMENT (FULL POLICY AVAILABLE ON REQUEST)

Stella Mann College provides education and training across a broad curriculum which involves vocational and professional training, within further education full-time courses. As such, our student base is diverse, bringing on to site people from a wide range of backgrounds, education experience, age, culture, physical/emotional ability and ambition. For some the college environment is initially threatening and unfamiliar. Likewise, staff and visitors are diverse and bring their own perspectives and expectations. The procedures enshrined within this policy will ensure that all persons involved with Stella Mann College are treated with respect, courtesy, integrity, and equality of opportunity in all aspects of their contact with the College. Our policy is to ensure that no person associated with the college receives less favourable treatment on the grounds of: - gender, racial or ethnic origin, nationality, religion, marital status, age, disability, ability in numeracy or literacy, behavioural or learning difficulties, sexual orientation or preference, unemployment, language, culture or social background, or for any other identifiable discriminatory cause. This policy and associated procedures also provide guidance to the wider college community on the role for every individual in contributing to equality of opportunity.