

ITALIA CONTI

Disability Policy (HE)

Approved by Senior Leadership Team	3 rd June 2023.
Reviewed by	SEN Co-ordinator
Checked by:	Head of Quality Assurance
Next review due:	31 st August 2026

This policy will be reviewed and approved by the Policy Steering Group annually.

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1) Purpose

The purpose of this policy is to:

- set out a framework to ensure students with disabilities can fully participate, where practicable, in the Italia Conti's academic and social programmes;
- ensure that the Italia Conti complies with its legal requirements under the Equality Act 2010;
- this policy will apply to direct applicants on an HE course.

The policy is designed to ensure that our disabled students receive the support and adjustments that they require in a fair and timely manner and are not unreasonably disadvantaged. The policy seeks to encourage and promote equality of opportunity and fair access and is a positive step towards inclusivity. Italia Conti is committed to the principles of inclusion and equal opportunities for all. This document outlines our policy for supporting students with disabilities. The Senior Leadership Team (SLT) will ensure that appropriate provision will be made for learners with Disabilities via the admissions process and subsequent teaching and learning environment.

2) Context

The Equality Act 2010 sets out to consolidate and replace previous legislation with respect to the nine protected characteristics, one of which is disability. Within the context of disability, the act addresses the types of direct and indirect discrimination that may occur within an institution, including harassment, victimisation and failing to put in place reasonable adjustments.

3) Definitions of Disability

A disability is defined as a physical or mental impairment that is likely to have a substantial and long-term effect on an individual's ability to carry out day to day activities. Long term is defined as a condition that has lasted for a year and a day, a condition that is likely to last for a year and a day or a condition that will last for the duration of the individual's lifetime.

4) Principles

Italia Conti aims to create an inclusive environment that enables disabled students to fully participate in an HE experience and where reasonably practicable, one that is comparable to non-disabled students. Italia Conti will, where possible, endeavour to exceed the overarching principles of the Office for Students (OFS) and Quality Assurance Agency requirements.

In order to support these Italia Conti will:

- encourage applications from prospective students who have a disability;
- make reasonable efforts to contact those applicants who have declared a disability in order to discuss their needs;
- inform students about the Disabled Students Allowance during their Induction Meeting and within their student handbook, and are supported in making an application, should they wish to do so;
- eliminate unlawful discrimination, harassment, and victimisation;

- promote equality of opportunity and foster good relations between disabled people and others;
- take account of a disabled person's disability, which may involve treating a disabled person more favourably if this results in their being treated fairly;
- ensure that reasonable and proportionate anticipatory adjustments are considered and implemented;
- take anticipatory action to enhance the accessibility of our facilities and services;
- promote an inclusive, safe, and supportive environment for all students, including those with disabilities to study within;
- provide training and support for staff and managers to be able to promote disability awareness;
- will have zero tolerance towards discrimination, harassment and bullying of staff and students with disabilities.

5) Scope of the Policy

Current staff and students (where relevant the policy will also apply to prospective staff, students and visitors). This policy is not contractual in nature.

6) Disclosure and Confidentiality

Italia Conti will endeavour to create an environment that encourages disclosure by implementing the following actions:

- All information relating to disclosure of a disability will be treated as sensitive information, as laid down by the Italia Conti's Data Protection Policy. Students contact Italia Conti if they would like to disclose only to certain members of staff, e.g., the SEN Tutor, the welfare team.
- Provide opportunities to disclosure before and after enrolment, and throughout the duration of the course.

Where students decide that they do not wish to disclose, this may affect the type of support that can be provided.

7) Teaching and Learning

Italia Conti will endeavour to provide appropriate reasonable adjustments depending on the individual's needs, this will include assisting a student to obtain relevant evidence so that we can provide appropriate support and address any issues relating to academic or professional competency standards. Once the level of need has been established, and with permission, information can be disseminated to relevant departments to arrange support.

This will be done by:

- a Teaching and Learning Support Requirement (TLSR) – which will be circulated to relevant staff, advising on appropriate adjustments.
- a student Support Plan- which contains 'student views' and specific adjustments that are relevant for Italia Conti students. Created by the SEN tutor.

Italia Conti will also endeavour to consider the requirements of disabled students in the following areas:

- inclusive and accessible programme design;
- that, where practicable, all learning and teaching materials are accessible as standard;
- that, where practicable, appropriate exam adjustments are implemented within the constraints of Italia Conti policy, to ensure that assessment and examination practices should provide the same opportunities as non-disabled peers.

Outside of the classroom/ studio, additional support can be provided through 1:1 or small groups and delivered temporarily and/or at pressure points. All students are asked to complete a Study Skills questionnaire (see our *ALS Policy*) and relevant data is collected to make sure support is provided in an anticipatory way. All students are also made aware of key support staff when starting their new course, and have at least 1:1 meeting with the Academics/SEN Support Tutor.

8) Wellbeing Team

Italia Conti's Wellbeing team can provide advice and support outside of the teaching, learning and assessment relationships of the Course. Guidance (or signposting to those better suited to provide support) can also be given to students with disabilities on the DSA and other awards). The Wellbeing Team can also assist with locating additional support with external bodies if necessary (e.g., low-cost counselling services, speech therapy etc).

9) Disabled Student's Allowance (DSA)

HE students may be able to apply for a Disabled Student's Allowance (DSA) from Student Finance England if they have an eligible condition which affects their ability to study. Details of the eligibility criteria can be found at: <https://www.gov.uk/disabled-students-allowance-dsa/eligibility>. The Wellbeing team can also provide advice and support on the DSA. General information about the DSA can be found at <https://www.gov.uk/disabled-students-allowance-dsa>.

10) Partner universities

Further help with Additional Learning Support needs is also available from our partner universities. Information about this support is provided at the students' induction and can be obtained from Italia Conti's ALS department.

11) Links to Policies:

ALS Policy (FE & HE)

Bullying and Harassment Policy

Data Protection Policy

Disciplinary Policy

Equal Opportunities Policy

Equality, Diversity & Inclusion Statement

Safeguarding Policy

SEND FE

Support though Studies Policy