

## STUDENT DISABILITY POLICY

Extra Learning UK Ltd welcomes applications from students with Specific Learning Difficulties and Disabilities (SPLDD). We are committed to a policy, which allows, as far as possible, for equality of opportunity and access to our further education. Central to this policy is the following statement:

No discrimination on account of disability, race, gender or belief shall be shown against any person in determining whether such a person shall be admitted as a Member of the centre, or appointed to its staff, or shall hold any advantage or privilege thereof.

For the purposes of this statement, definitions of disability are set by the Higher Education Funding Council for England and Wales (HEFCE) and include specific learning difficulties such as dyslexia and dyspraxia.

The centre's Disability Statement aims to outline our provision for students with disabilities and/or specific learning difficulties. If you have any queries as a result of reading this, please do not hesitate to contact our team on [info@exluk.com](mailto:info@exluk.com)

With the active involvement of both staff and students, provision is constantly being developed and improved, to add to the learning experience of all our students. Our Disability Strategy is closely linked to our teaching and learning strategy to ensure access to the curriculum. It is therefore important that we are aware of your needs so that, where possible, we can work with you to help support you.

### Dyslexia

A local organisation called Dyslexia Action supports adults with dyslexia assessment, teaching & support enquiries. There is also a product library dedicated to products which are used with dyslexic learners. FYI: <http://www.dyslexiaaction.org.uk/>

### Disability Equality Scheme

Extra Learning values its diverse community. In order to maintain that diversity, Extra Learning aims to ensure that all policies, procedures and practices do not disadvantage or exclude on grounds of disability.

Extra Learning is committed to viewing 'disability' from the 'social model' perspective and aims to implement the scheme using a rights-based approach to equality for disabled people.

Our aim is to understand and dismantle the barriers, which exclude and limit the life chances of disabled people and Extra Learning is therefore committed to ensuring the appropriate reasonable adjustments are made to allow equality of access to all Extra Learning's activities. Extra Learning expects all its staff, students, suppliers, contractors and visitors to endorse this commitment and to behave accordingly.

## Confidentiality

Applicants and current students are not obliged to inform Extra Learning that they have a disability and /or specific learning difficulty, however all are encouraged to do so in order that we can provide the best and most appropriate advice and guidance possible. This would normally be asked during enrolment onto a course or during an interview.

If you are an applicant, any information you provide will be passed to the Management Team and will be acted on only if we think that additional support will need to be arranged. Any provisions will be discussed with relevant staff and with you. You will also be asked on the admissions questionnaire if you will give us permission to pass on the information to those whom may need to know about your disability. We would advise you to allow this to happen in order to ensure the most appropriate support is discussed with you when you begin your course.

If you are currently a student here at Extra Learning, and wish to declare your disability or specific learning difficulty, then you are encouraged to do so at any point during your studies. The sooner you do so the better. Whilst declaring your situation may not be an action you wish to take, we assure you that any information you give to a member of the Management team will not be passed on. Your advisor will need your signature to authorize any further actions that may need to be taken.

Information will only be passed on if it indicates harm yourself or to others.

The Management team can also act as a point of disclosure for you; by disclosing to your adviser, you will not need to outline the nature of your disability to others if you do not feel comfortable to do so.

## Access to the College

Although full attempts are made to accommodate the needs of anyone who has a severe physical disability, Extra learning centre is based on the first and second floors and access is gained via stairs. Anyone who is restricted to walk up a flight of stairs may be restricted depending upon the severity of disability. Appropriate staff will be in place to accommodate anyone who requires assistance to walk up the stairs.

After consulting with the landlord it is impossible to get a lift installed to access the first and second floors.

## Complaints

If you have a complaint about the Disability Service, please put it in writing to Mr Harjinder Singh, Director of Extra Learning. For more information, see Complaints Procedure.

## GENERAL

1. Discrimination can be either direct or indirect. Direct discrimination occurs where people are treated less favourably than others on grounds which have no bearing on their ability to achieve that which is required.

2. Indirect discrimination occurs when unjustifiable conditions or requirements are applied which have a disproportionately adverse effect on a particular section of the community.

3. Favouritism is discrimination in that unjustifiably favouring one individual does by definition disadvantage others.

4. Equality of opportunity applies to all areas of Academy activity. In particular focus will be directed to the key areas of:

- Marketing
- Selection - Staff and Students
- Enrolment
- Learning opportunity
- Teaching and Learning
- Induction
- Curriculum
- Health and Safety
- Advancement