



# **Student Disability Policy**

**Author: Disability Officer**

**Approved by: Directorate on 20<sup>th</sup> June 2011**

**Version: 5 Reviewed and approved by Senate July 2018**

## **Student Disability Policy**

### **1. Aims and objectives**

The aim of this policy is:

To embed a culture of inclusion for students with disabilities.

The University works with the Equality Act's (2010) definition of a disabled person:

'A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'

The objectives of this policy are:

- To commit to having an inclusive environment, which facilitates disclosure of disability and gives all applicants and students the opportunity to demonstrate and realise their full potential;
- To provide fair and equal treatment of all applicants and students;
- To comply with the legislative requirements under the Equality Act (2010), in particular the need to avoid discrimination and to provide reasonable adjustments for disabled students.

### **2. Guiding principles**

The Student Disability Policy is concerned primarily with ensuring that students with disabilities are given fair and equal treatment so that they have the opportunity to demonstrate and realise their full potential.

### **3. Policy statement**

Regent's University London will ensure:

- That the requirements of those students who disclose a disability are assessed on an individual basis;
- That all discussions and information regarding a disability are treated in a confidential manner and abide by the University's confidentiality policy;
- In the case of non-standard adjustments for disabled students, the Heads of Programmes will be involved in any discussions regarding adjustments to ensure that academic rigour is maintained and that the necessary resources are available.

All staff and students at Regent's University London are expected to be responsible for implementing this policy.

#### **4. Implementation of this policy**

All staff at Regent's University London are expected to be responsible for implementing this policy. This policy will be available to all staff and students and will be monitored by the Senate Student Experience Committee (SSEC).

#### **5. Procedure and Process**

A disabled student is encouraged to disclose their disability at an early stage, such as application or enrolment. Information on disability disclosure procedure is available on the University's website. The Student Disability and Mental Health Coordinator aims to make contact with any student who has disclosed a disability, giving them the opportunity to make an appointment to discuss any support needs. A disabled student is usually required to provide written evidence of their disability (such as an educational psychologist's report) if they are requesting any reasonable adjustments.

If adjustments are agreed, a Student Support Agreement will be completed and sent to the student. Students are responsible for sending their Student Support Agreement to relevant staff, so that they are aware of their needs and to ensure that any necessary adjustments are put in place.

#### **6. Measurement of policy's success**

Feedback from disabled students will be sought by the University and passed on to the Student Disability and Mental Health Coordinator. Any student complaints that relate to disability issues should be directed to the Student Disability and Mental Health Coordinator, either on an individual basis or via the Disability Services Committee. The measures of success for this policy will be a decrease in the number of complaints regarding disability matters, as well as an increase in the amount of positive feedback received from one year to the next.

The Student Disability and Mental Health Coordinator will liaise with individual students in order to review the success of adjustments agreed in Student Support Agreements. Review will take place at a minimum on an annual basis.

#### **7. Monitoring of the policy**

The Student Disability and Mental Health Coordinator will collate feedback received from disabled students, in order to monitor the effectiveness of the policy, and will report findings to the Disability Services Committee.

#### **8. Review of the policy**

The policy will be reviewed on a regular basis at the Disability Services Committee, where any amendments or improvements will be discussed.

*Policy reviewed July 2015 by the Disability Services Committee.*