

Student Disability Policy

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Contents

| | |
|--|----------|
| 1. Purpose..... | 4 |
| 2. Policy statement..... | 4 |
| 3. Scope..... | 4 |
| 4. Responsibilities | 4 |
| 5. Monitoring and review of the policy..... | 5 |
| 6. Dependencies..... | 5 |
| 7. Related documents | 5 |

1. Purpose

The purpose 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:

- i. 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;
- ii. To provide fair and equal treatment of all applicants and students;
- iii. 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. Policy statement

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. The policy is based on the social model of disability.

3. Scope

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. In keeping with data protection legislation, any disability information disclosed by a student will only be shared with relevant others with the student's written consent;
- 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.

4. Responsibilities

Staff

All staff at Regent's University London are expected to be responsible for implementing this policy and, where relevant, ensuring necessary agreed adjustments are implemented.

Students

A student with a disability 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. Students are advised to contact the Student Support & Welfare Officers so their support can be arranged. A student with a disability 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 (SSA) 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.

5. Monitoring and review of the policy

Monitoring of this policy is conducted throughout the year as part of the University's normal business processes.

The Senior Student Support & Welfare Officer will collate feedback received from disabled students on an annual basis to review the success of adjustments agreed in Student Support Agreements.

Any student complaints that relate to disability issues should be directed to the Student Support & Welfare, either on an individual basis or via the Student Union or Student Voice meetings.

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.

This policy will be reviewed at least once every three years by the Head of Student Support and reported to the Academic Committee.

6. Dependencies

None

7. Related documents

Regent's University London Student Fitness to Study Policy
Regent's University London Fitness to Practice Policy