

# UK COLLEGE OF BUSINESS

## Disability Policy

UKCB is committed to developing a quality framework which is supportive of all disability groups. Any complaints of discrimination or harassment will be treated seriously, be fully investigated and may result in disciplinary action by UKCB management.

The Policy needs to be read in conjunction with the UK Business College's

- Admission Statement
- Student Handbook
- Equal Opportunities Policy
- Staff Recruitment Policy
- This policy applies to the following:
  - All students, whether full-time; part-time; day release; attending short courses or link courses and all those in community settings
  - All visitors
  - All staff, whether full-time or part-time; in teaching or support roles and voluntary workers working in or for the UKCB. Staffs on agreed leave of absence continue to be members of the UKCB.
- The following list indicates the kinds of acts which might occur in incidents of discrimination/harassment:
  - Physical assault and abuse;
  - Verbal threat and abuse;
  - Unwelcome physical contact;
  - Derogatory name-calling, insults, demeaning jokes;
  - Offensive comments;
  - Incitement of others to behave in an offensive or oppressive manner;
  - Provocative behaviour, mimicry etc;
  - Wearing of discriminatory logos, badges or insignia;
  - Displaying or distributing products (e.g. leaflets or magazines) containing offensive material;
  - Attempts to recruit other users, staff or students to any form of discriminatory practice.

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The main legislation covering disability includes the following:

- The Equal Pay Act (1970, amended 1983)
- The Sex Discrimination Act (1975)
- Special Education Needs Disability Act (SENDA 2001).
- The Disability Discrimination Act (1995)
- The Human Rights Act (1998)
- The Learning and Skills Act (2001)
- Disability Discrimination Act Part 4 (September 2002) and any other associated parts.
- Disability Equality Act (2010)

Any subsequent legislative changes or additions will be incorporated within this policy, normally through the review process; date of all reviews will be identified on the UKCB intranet in future.

- All entrance qualifications for UKCB courses will relate to standards laid down by the appropriate Awarding body to objective criteria relating to course content and outcomes.
- All potential UKCB students who meet the entrance qualifications will have equal access to the UKCB curriculum. The UKCB will not discriminate in providing access to opportunities and facilities related to their course of study.
- All students will have equal access to general UKCB facilities and to appropriate social or extra curriculum activities offered by the UKCB.
- Disabled students will be provided special examination arrangements, where necessary. These arrangements may include additional time in examinations, the use of readers or amanuenses and the provision of examinations in appropriate formats e.g. large print.

**Next Review January 2020**