



ENABLE

The Voluntary and Community Sector
Learning and Skills Consortium

Disability Discrimination Policy

Change History

First Published:	2019	Originally Created by:	SMT	
Person Responsible for Policy:	Enable CEO			
Date of Review	Reviewed by	Policy changes	Approved by	Date of next review
				31/07/2020
21/04/2020	SMT	No Changes	CEO	21/04/2021

Purpose

Enable is committed to advancing equality of opportunity between different groups, linked to the duty under the Equality Act 2010 to ensure fair and equitable treatment of all staff, members, delivery partners and learners by promoting access for persons with a disability in an inclusive learning environment and providing a range of suitable services to enable progression and achievement.

Policy

Enable are inclusive and is passionate about support people to reach their full potential. It is unlawful for Enable to treat learner/potential learners who have a disability, less favourably for a reason connected with their disability unless it can be legally justified. Enable has a duty to make reasonable adjustments to ensure that people who are disabled have access to training and are not placed at a substantial disadvantage compared to people who are not disabled.

Definition of “disability” under the Equality Act 2010

The Equality Act 2010 defines a disabled person as someone who has 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.

For the purpose of the act:

“Substantial” and “long-term” mean:

- Substantial is more than minor or trivial – e.g. it takes much longer than usually would to complete a daily task like getting dressed.
- Long-term means 12 months or more – e.g. a breathing condition that develops as a result of lung infection.

There are special rules about recurring or fluctuating conditions, for example, arthritis. For more details about the special rules, please download further guidance

<https://www.gov.uk/government/publications/equality-act-guidance>

Progressive conditions

A progressive condition is a condition that gets worse over time. People with progressive conditions can be classed as disabled. However you automatically meet the disability definition under the "Equality Act 2010" from the day you're diagnosed with HIV infection, cancer or multiple sclerosis.

What isn't counted as a disability?

Some conditions aren't covered by the disability definition. These include addiction to non-prescribed drugs or alcohol. To find out about the conditions which aren't covered, please download further guidance <https://www.gov.uk/government/publications/equality-act-guidance>

Responsibility

The CEO has overall responsibility for this policy. All staff, members and delivery partners are responsible for the implementation of this policy.

Aims of Enables service for staff, members, delivery partners and learners with disabilities:

- To ensure that high quality assessment and impartial guidance is available to all
- To continue to monitor and evaluate the quality of provision for learners with disabilities.
- To support Government and local authority strategies for widening participation for this learner group.
- To provide all learners with an opportunity to declare their disability at application, enrolment and throughout the induction process.
- To provide learners with an assessment of needs interview where required.
- Provide support appropriate to on programme needs within the limitations of the service offer.
- Provide support appropriate to the achievement of exam requirements within the boundaries set by examining boards.
- Provide opportunities to review support needs on a regular basis with an opportunity for progression guidance.

Reasonable adjustments

Enable has a commitment to make reasonable adjustments for staff, members, delivery providers and learners within certain boundaries, We will continue to be Disability Confident and will encourage our delivery partners to achieve this quality mark. The following factors may be taken into account when considering what is reasonable:

The financial resources available to the Enable.

- Grants or loans likely to be available to the disabled staff or learner.
- The cost of taking a particular step.
- The extent to which it is practical to take a particular step.
- The extent to which aids or services will otherwise be provided to disabled people or learners.
- Health and Safety requirements.
- Consideration will be given to these factors through the Reasonable Adjustment Panel on the Board of Trustees.
-

Signed: _____

Position: _____

Date: _____