

Disability and Discrimination Policy

Policy Statement

Peak Consultants Ltd is committed to providing learners with the opportunity to achieve. Peak Consultants Ltd training provision must be fair and equal to ensure that wherever possible all learners with the relevant skills, knowledge and understanding can have their achievement recognised. The organisation promotes the individuality of all its learners, irrespective of race, ethnicity or National origin, age, religion or belief, disability, gender, or sexual orientation.

Audience

The intended audience for this document is all skills coaches/teachers/sub-contractors/ learners who undertake or facilitate qualifications and courses through Peak Consultants Ltd centre.

This policy applies to:

- All qualifications and courses frameworks
- including all materials required
- Publicity and marketing materials
- Internal and external training events run by and/or on behalf of Peak Consultants Ltd.

What is a disability?

The Disability and Discrimination Act (DDA) of 1995 states that a person has “a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out day-to-day activities” Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing and learning) and learning difficulties. The definition also covers certain medical conditions when they have a long term and substantial effect on a person’s everyday life.

Under Part 4 of the Disability Discrimination Act 1995 (as amended by the Special Educational Needs and Disability Act 2001) learning providers must not treat disabled students less favourable without justification and must make reasonable adjustments to ensure they are not disadvantaged compared to their peers. Instead, they must plan strategically to increase access to the curriculum.

The Disability Equality Duty (Part 5A of the Disability Discrimination Act 1995, inserted by the Disability Discrimination Act 2005) places on all public authorities (including learning providers) a general duty, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between disabled people and other people.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act 1995 (as subsequently amended)
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled people’s needs, even if this requires more favourable treatment.

In addition to the general duty, regulations made under Part 5A of the DDA set out a specific duty on certain public authorities requiring them to demonstrate how they are meeting the general duty

The main requirements of the specific duty are to:

Prepare and publish a disability equality policy, involve disabled people in the development of a policy, Implement the scheme, report on it.

Where a young person has special educational needs, Peak Consultants Ltd will:

Do its best to ensure that the necessary provision is made for any learner who has special educational needs demonstrating our commitment to our learners.

Peak Consultants Ltd are committed to supporting the requirements of all learners. Peak Consultants Ltd will ensure that equal opportunity is promoted in access to our Training courses and events and that unfair or unlawful discrimination, whether direct or indirect, is eliminated.

Peak Consultants Ltd will ensure that in Marketing and Access to Learning:

- Publicity and learner recruitment procedures will be designed to encourage applications from all sections of the community and from all levels of ability.
- Will make a determined effort to widen through partnerships and involvement with local community groups.
- Will ensure that admission procedures are user friendly and avoid unnecessary barriers to access for intending learners.
- Will continue to identify and respond to learning needs within the community and will encourage widening participation from individuals with disabilities, underrepresented, disadvantaged, or excluded groups

Peak Consultants Ltd will ensure that in The Learning Environment:

- We are committed to the development of learning environments that are welcoming and safe for all learners.
- Peak Consultants Ltd will continue to develop its facilities to improve access for people with learning difficulties and/or disabilities; attempting to ensure all buildings, facilities, equipment, and materials are appropriate and that adjustments to teaching and learning are made in advance with the anticipation of learners' requirements.

Peak Consultants Ltd will ensure that in Teaching and Learning:

- That course delivery is free from bias, stereotyping, and discrimination within its available resources, Peak Consultants Ltd will ensure that learners with learning difficulties and/or disabilities receive appropriate additional support to meet individual learner needs.
- Will ensure teaching learning and assessment is accessible, through providing appropriate materials, modified units, question papers, worksheets etc. suitable additional support where required, additional time to complete tasks and appropriate assessment tasks
- Training staff and volunteers will encourage learners to explore issues of equal opportunities and diversity where such an opportunity exists within the curriculum.
- Awareness raising of equality and diversity issues will be a part of the general induction program for new staff and volunteers.
- Will regularly review course design and delivery to meet the various learning needs and styles of learners and to improve access to learning.
- Will ensure that the views and perceptions of learners are included in the process of curriculum review and self-assessment and curriculum development

Review frequency: Annual

Lead Officer: Quality Assurance

Senior Manager Responsible: Director

Implementation

As part of the implementation of this policy, diversity and equal opportunities awareness and disability Discrimination training will be an essential part of staff induction, in-service training, and ongoing development.

All employees have a responsibility to promote and adhere to the policy. This policy should not be read in isolation, but cross referenced with all associated policies and agreed procedures, and additional policies to support the principles of this policy. some of these are:

- Access to Fair Assessment Policy and Assessment
- Appeals Procedure
- Equal Opportunities and Diversity Policy
- Complaints Procedure

To make this policy fully effective:

- We will make sure all staff and sub-contractors know about this policy
- We will provide training and guidance, particularly for staff and subcontractorsto ensure they understand this policy and their legal responsibilities.
- In order to successfully implement this policy fully, equal opportunities and diversity awareness and Disability Discrimination awareness will be an essential part of staff induction, in-service training, and staff ongoing professional development.

Monitoring

Peak Consultants Ltd will review the policy annually and revise it as and when necessary, in response to learner and stakeholder feedback, changes in practice, requirements of the Awarding Body or external agencies or changes in legislation. The review will ensure that procedures continue to be consistent with the regulatory criteria and are applied properly and fairly.