



Disability Statement 2016 / 2017

Equality Impact Assessment				
1. Document Responsibility	Jenni Cairns			
2. Date of Impact Assessment	17 June 2016			
3. Date of CLT Approval	21 June 2016			
4. Date of Governing Body Approval	11 July 2016			
5. Date of Future Review	12 months			
6. Purpose of Policy or Document	To advise Staff and students of the support available and reasonable adjustments considered by Middlesbrough College.			
How could this Policy / Document impact on the Protected Characteristics listed?				
	No Disproportionate Impact	Positive Impact	Negative Impact	Evidence (From consultation, sources of advice, guidance and feedback)
Race	<input checked="" type="checkbox"/>			
Disability	<input checked="" type="checkbox"/>			
Gender	<input checked="" type="checkbox"/>			
Pregnancy/Maternity	<input checked="" type="checkbox"/>			
Religion/Belief	<input checked="" type="checkbox"/>			
Sexual Orientation	<input checked="" type="checkbox"/>			
Age	<input checked="" type="checkbox"/>			
Gender Reassignment	<input checked="" type="checkbox"/>			
Marriage & Civil Partnership	<input checked="" type="checkbox"/>			
Accessible to all				In line with current Equality legislation
If you have ticked the Negative Impact box of any of the above please complete details of the Actions necessary below.				
Actions required	Date	Comments Received	Action Taken	
NA	NA	NA	NA	
Equality Impact Assessment carried out by (Please list staff members involved in process)			Lin Barry Jenni Cairns	

EQUALITY MONITORING/REVIEW

1. Name of Policy or Document	Disability Statement 2016 / 2017
2. Document Responsibility	
3. Date Created / Modified	
4. Purpose of Policy or Document	
5. Complaint/Issues arising	

How could this Policy/Document impact on the Protected Characteristics listed?

	No Disproportionate Impact	Positive Impact	Negative Impact	Evidence (from consultation, sources of advice, guidance and feedback)
Race				
Disability				
Gender				
Pregnancy/Maternity				
Religion/Belief				
Sexual Orientation				
Age				
Gender Reassignment				
Marriage & Civil Partnership				
Accessible to all				

If you have ticked the Negative Impact box of any of the above please complete details of the Actions necessary below

Actions required	Date	Comments Received	Action Taken
Equality Monitoring/Review carried out by: (Please list staff members involved in process)			
Date of Equality Monitoring/Review:			



Disability Statement 2016 / 2017

Scope and Purpose of the Statement

Middlesbrough College is committed to providing an environment in which there is equality of opportunity for all members of its community.

Our commitment for equality, diversity and inclusion (Equality Action Plan 2016 / 2017) ensures that all who learn and work at the College are treated equally in response to the Equality Act 2010. It also aims to promote all other strands of equality and human rights.

This Disability Statement is also available online and on request (please allow 10-14 days) in other languages, in Braille and audio versions from Student Services.

What is a Disability?

In the Equality Act 2010 it is defined as “a physical or mental impairment that has a substantial and long term adverse effect on the ability to carry out normal day to day activities”. In line with this legislation, the College will endeavour to meet all reasonable adjustments for staff, students and visitors where required.

Statement Commitment and Intent

Our Commitment to Students

Middlesbrough College will have regard to the Special Educational Needs and Disability (SEN) Code of Practice and will cooperate with Local Authorities, using our best endeavours to meet the needs of young people with special educational needs.

Middlesbrough College recognises that everyone’s needs are unique and will work with students to identify any barriers that exist and make every effort to overcome them. The College wants all students to have the same opportunities to achieve their full potential.

The expertise of our staff enables us to provide excellent help and guidance to all prospective students.

The College welcomes applications from students with learning difficulties or disabilities or additional support needs and the College aims to provide the appropriate resources, facilities and services to enable students to be successful in their chosen programme of study.

For additional information please contact:

Emma Cowley
Deputy SEN Manager

Telephone 01642 333605
Email el.cowley@mbro.ac.uk

Or

A member of the ALS Team
Telephone 01642 333727

Pre-Entry, Admissions and Enrolment

In order for the College to provide for the diverse needs of students and to enable specialist staff to assess individual needs, prospective students who are disabled or have learning difficulties should:

- Contact a member of the Additional Learning Support (ALS) team for pre-entry discussion, arrange a college visit and discuss individual requirements;
- Disclose on the application form any learning difficulties or disabilities, including any medical needs;
- Provide information and agreement for us to contact any agencies working with them.

At all times during the enrolment period in August, the ALS Team will be available to discuss individual requirements prior to starting the programme of study. At any other time, it is advisable to arrange an informal discussion through a member of the Additional Learning Support (ALS) Team.

The ALS Team will ask for information about prior assessments of individual needs, for example an Educational Psychological Assessment or an Education Health & Care plan. This will enable us to provide the appropriate support and examination concessions. It is possible for us to arrange for a specialist assessment to be carried out and the College will apply for any specific support needed for examinations, if this is appropriate.

Resources

All staff working within the College community continually undertake appropriate training to provide them with knowledge and awareness of students' needs. The College has a range of specialist staff available to assist students in their studies. These include:

- Director of Student Services and ALS.
- Deputy Manager (Additional Learning Support).
- Deputy Manager (Special Educational Needs).
- Specialist staff e.g. for dyslexia, sensory support, autism, ADHD and emotional behavioural difficulties.
- Support Coordinator (ALS).
- Learning Support Assistants.
- Specialist Learning Support Assistants.
- College Wellbeing Counsellor.
- Access to careers guidance.
- Specialist staff for examination concessions.
- Student Engagement Officers.

As well as College staff, students may also have access to:

- Communication Support Workers, Tees Valley Post 16 Sensory Support Service.
- Specialist assessment agencies e.g. Educational Psychologist, Occupational Therapy Services, Speech and Language Services.

Feedback, Complaints and Appeals Procedure

Middlesbrough College is committed to improving our support for all students and feedback is greatly valued. We have a range of ways to collect the “learner voice”, including:

- Directorate Student Council.
- College Student Council.
- College Student Sabbatical Officer and Student Representatives.
- Termly questionnaires.
- Meetings with the Principal / Chief Executive.
- Official Complaints Procedure to the Vice Principal - Quality & Performance.

Confidentiality

The information provided will be shared only with colleagues who need to know about the support required. Student data will not be disclosed for other purposes without consent, except where there is a legal obligation to do so or where issues of personal safety arise. The College will, at all times, comply with the Data Protection Act, 1998.

Our Commitment as an Employer

Middlesbrough College proudly promotes itself as an Equal Opportunities employer and acknowledges the diverse needs of its employees and the community it serves.

The College values diversity and inclusion by adopting a positive and proactive approach to support employees and future job applicants with disabilities or known health issues.

The College has had permission to use the “Two Ticks symbol” since 1995, to show we are “Positive About Disabled People”. This requires employers to make five key commitments supporting potential employees at the point of application, as well as existing employees in the workplace. The commitment is reviewed on an annual basis. For more information, visit <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

In addition, the College has access to occupational health services via Teesside University. A variety of services are provided, including advice and recommendations for reasonable adjustments.

For a confidential discussion please contact:

Alison Stephenson
Director of Human Resources
01642 333565
a.stephenson@mbro.ac.uk

Feedback, Complaints and Appeals Procedure

Middlesbrough College is committed to improving our support for all staff and feedback is greatly valued. In 2015, focus groups were introduced for disabled staff. For more information, contact Lin Barry, Workforce Development and Equality Co-ordinator, l.barry@mbro.ac.uk, 01642 333810.

Equipment

Middlesbrough College recognises that everyone has different needs and requirements. The College can provide for a variety of individual needs for both staff and students through adapted materials and specialised equipment, including but not limited to:

- Speech software, e.g. Supa Nova, Dragon Dictate, Inspiration.
- My Study Bar facility is available on most College PCs, providing a range of visual and audio adaptations.
- Providing documents in other formats and languages on request (10-14 days).
- Large print book resources and large print copying on request.
- DAISY format resources and Talking Books for loan in the Learning Resources Centre.
- Talking calculator.
- Magnifying software, e.g. Lunar.
- CCTV and video magnifiers.
- Computer/keyboard adaptations, e.g. large flat monitors, large character keyboards and Braille keyboards.
- Laptops.
- Coloured overlays (also in Learning Resources Centre).
- ACE dictionaries.
- Quictionary Reading Pens.
- Hoist.
- Wheelchair - available at reception upon request.
- Adjustable tables for wheelchair access.
- Sight and sound equipment located in the Learning Resources Centre.

- Electronic learning resources including e-books.
- Virtual Learning Environment for access to course materials, online Learning Resources Centre inductions, virtual tours and online questionnaires for feedback.
- Extended loans of books on request through the Learning Resources Centre.
- Headphones for loan.
- Networked colour printers in the Learning Resources Centre.
- Athens system for quick access to on-line resources.
- 'Skills for Life' collection of reading resources for loan in the Learning Resources Centre.

Access

Where there is difficulty of access, whether for students, staff, or visitors then the College will make reasonable adjustments to accommodate needs.

This policy should be read in conjunction with:

- Additional Learning Support Entitlement.
- Mental Health Policy.
- Equality Statement & Policy.
- Transition Information Booklet.

