
Disability Statement

2025-2026

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This Disability Statement explains Middlesbrough College's commitment to supporting students, staff and visitors with disabilities, learning difficulties, long-term health conditions, neurodivergent needs and/or additional support needs. It is also available online and, on request, in other languages, Braille and audio formats from Student Services, normally within 10–14 working days.

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 and visitors.

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

What is a Disability?

The Equality Act 2010 defines disability 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 make reasonable adjustments where required and practicable for staff, students and visitors.

Statement of 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 remove them. The College wants all students to have the best opportunity 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 disabilities, learning difficulties, neurodivergent needs, long-term health conditions and/or additional support needs. This includes, but is not limited to, autism, ADHD, dyslexia, dyspraxia, sensory impairments, physical disabilities, mental health conditions and medical needs. The College aims to provide appropriate resources, facilities and services to enable students to be successful in their chosen programme of study.

This commitment extends to supporting students and staff who may be required to study or work remotely, including consideration of accessible digital learning platforms, accessible documents, captioned content where practicable, assistive technology and appropriate adjustments to online or hybrid arrangements.

For additional information please contact:

Associate Director for Inclusive Learning

Telephone 01642 333679

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 disability, learning difficulty, neurodivergent need, long-term health condition, medical need or additional support requirement. Disclosure is voluntary, but it helps the College to identify and arrange appropriate support as early as possible;
- 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 and Care Plan. This will enable the College to provide appropriate support and examination access arrangements. Where appropriate, the College may arrange for a specialist assessment to be carried out and will apply for any specific support needed for examinations.

Resources

All staff working within the College community 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:

- Vice Principal for Students and Communications Strategic Safeguarding Lead
- Director for Student Services and Operational Safeguarding Lead
- Director for Inclusive Learning and Additional Learning Support
- Head of Additional Learning Support
- SENCO for Adults and Apprenticeships
- SENCO for 16-18 Year Olds
- Specialist staff e.g. for dyslexia, sensory support, autism, ADHD and emotional behavioural difficulties
- High Needs Coordinator (ALS)

- ALS Team Leaders
- Learning Support Assistants
- College Mental Health Lead
- College Careers Lead
- Safeguarding Welfare Officers

As well as College Staff, students may also have access to external services:

- Communication Support Workers, Me Sign.
- 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:

- Faculty / Directorate Student Council
- College Student Council
- College Student Representatives
- Student questionnaires
- Meetings with the Principal / Chief Executive
- Official Complaints Procedure to the College Ombudsman

Information provided by students will be treated sensitively and confidentially. It will only be shared with colleagues who need to know in order to arrange or provide support. Student data will not be disclosed for other purposes without consent, except where there is a legal obligation to do so, where safeguarding or personal safety concerns arise, or where otherwise permitted by law. The College will comply with UK GDPR and the Data Protection Act 2018.

Our Commitment as an Employer

The College values diversity and promotes inclusion by adopting a positive and proactive approach to supporting employees and future job applicants with disabilities, long-term health conditions, neurodivergent needs and/or known health issues. This includes considering reasonable adjustments throughout recruitment, onboarding, employment, training and progression.

The College holds Disability Confident Leader status, acting as a champion with our local and business communities and we are:

- challenging attitudes towards disability
- increasing understanding of disability
- removing barriers to disabled people and those with long-term health conditions
- ensuring that disabled people have the opportunities to fulfil their potential and realise their aspirations.

Find out more about Disability Confident at www.gov.uk/dwp/disabilityconfident

In addition, the College has access to occupational health services and will consider advice and recommendations relating to reasonable adjustments, Access to Work, phased returns, flexible working arrangements where appropriate, workplace adaptations and ongoing support.

For a confidential discussion please contact:

Kelly Parkinson

Vice Principal - HR and Communications
01642 333565 / k.parkinson@mbro.ac.uk

Equipment and Environment

Middlesbrough College recognises that everyone has different needs and requirements. The College can provide a range of reasonable adjustments, adapted materials, assistive technology, accessible digital resources and specialised equipment for staff and students, according to individual need and availability. This may include, but is not limited to:

- Assistive technology and accessibility software, including text-to-speech, speech-to-text, screen magnification, mind-mapping and reading support tools.
- Accessibility features and support tools available on College devices and learning platforms, where appropriate.
- Providing documents in accessible formats and other languages on request, normally within 10–14 working 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, accessible documents and access to specialist resources where available.

- Accessible digital learning platforms 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.
- '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.

The College will review accessibility arrangements on an ongoing basis and will consider feedback from students, staff, visitors, complaints, accessibility audits and relevant legislative or sector guidance when identifying improvements.

This policy should be read in conjunction with:

- Additional Learning Support Policy
- Student Counselling and Wellbeing Policy
- Equality Statement and Policy