

## **Disability Statement 2019/2020**

### **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 Action Plan) 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.

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 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 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:

Catherine Davidson  
Head of SEN and Assessment

Telephone 01642 333605  
Email [cl.davidson@mbro.ac.uk](mailto:cl.davidson@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 Progression Studies.

- Head of SEN and Assessments (Special Educational Needs).
- Specialist staff e.g. for dyslexia, sensory support, autism, ADHD and emotional behavioural difficulties.
- High Needs Coordinator (ALS).
- Learning Support Assistants.
- SEN Team Leaders.
- College Wellbeing Counsellor.
- Access to careers guidance.
- Specialist staff for examination concessions.
- Student Welfare and Safeguarding 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 College Ombudsman.

## 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 General Data Protection Regulation 2018.

## 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 holds Disability Committed Employer status.

As a Disability Confident Employer, the College has committed to:

- Ensure our recruitment process is inclusive and accessible.
- Communicate and promote vacancies.
- Offer and interview to disabled people.
- Anticipate and provide reasonable adjustments as required.
- Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work.
- At least on activity that will make a difference to disabled people.

Find out more about Disability Confident at [www.gov.uk/dwp/disabilityconfident](http://www.gov.uk/dwp/disabilityconfident)

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](mailto:a.stephenson@mbro.ac.uk)

## 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.
- Read, Write Gold 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 and access to RNIB Book share.
- 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.

