

DISABILITY POLICY

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Disability Policy

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Disability Policy

1. Introduction

This document outlines the University of Strathclyde's policy for supporting staff and students with disabilities within the context of its wider Equality and Diversity Policy and Equality Outcomes Scheme 2013-2017.

The specific measures that the University is taking to advance disability equality are detailed in its Equality Outcomes Scheme 2013-2017. Guidelines on how to apply this policy will be available in the University's Guidelines for Supporting People with Disabilities (currently under development).

2. Overarching Principles

The University of Strathclyde is committed to the promotion of equal opportunities for disabled people and aims to create an inclusive environment that enables full participation in the university experience and offers disabled staff, students and visitors, where reasonably practicable, an experience comparable to non-disabled people.

To advance disability equality and inclusion the University:

- ✓ Encourages applications from prospective disabled employees (e.g. through Two Ticks accreditation) and students
- ✓ Endeavours to ensure that staff, applicants, students and visitors are not unlawfully discriminated against
- ✓ Aspires to create an environment that encourages disclosure
- ✓ Takes anticipatory action to enhance the accessibility of our facilities and services
- ✓ Takes anticipatory action to advance inclusive learning and teaching practices
- ✓ Makes reasonable adjustments for applicants, staff, students and visitors with disabilities
- ✓ Promotes a positive, safe and supportive working and study environment for staff and students with disabilities
- ✓ Provides training and support for staff and managers to promote disability awareness and ensure they are adequately equipped to offer appropriate support

3. Disclosure and Confidentiality

3.1 The University endeavours to offer an environment that encourages disclosure.

3.2 All disability disclosure information is treated sensitively and in accordance with the University's Data Protection Policy.

4. Student Applications

- 4.1 The University makes explicit entry criteria for all courses and ensures that such criteria do not present unnecessary barriers for disabled applicants.
- 4.2 The University publicises information about building accessibility and support provisions to enable applicants to make an informed university choice.
- 4.3 All applications are assessed on the basis of academic suitability for the course in question and, where applicable, the requirement of professional bodies. In all cases excluding those described in 4.4 below, discussions about student support requirements are separate from that consideration.
- 4.4 The Disability Service will advise on exceptional disability cases (i.e. where exceptional or extremely unusual adjustments are required). The applicant will be fully involved in the process of identifying needs and full consideration will be given to the specific support and facilities required. In the extremely rare instance where it is felt that an application should be refused on the grounds of disability, the decision will be subject to ratification by the chair of the Equality and Diversity Strategy Committee.

5 Learning and Teaching

- 5.1 The University will endeavour to ensure that the requirements of disabled students are considered at course validation and review and will encourage inclusive and accessible programme design.
- 5.2 The University ensures, where reasonably practicable, that all learning and teaching materials are accessible as standard.
- 5.3 The University ensures that, where practically feasible, disabled students have equal opportunities to access academic and vocational placements, including field trips and study abroad.
- 5.4 Assessment and examination practices should provide disabled students with the same opportunities as their peers to demonstrate the achievement of a learning outcome. Exam adjustments may be required to compensate for any

disadvantage created by the assessment task. Such exam adjustments will not affect the validity of an assessment.

6 Staff Recruitment, Development and Progression

- 6.1 The University ensures that person specifications for vacant posts are clear and that such criteria do not unlawfully disadvantage applicants with disabilities.
- 6.2 All interview candidates will be asked in advance if they require reasonable adjustments and appropriate arrangements will be made as necessary.
- 6.3 All disabled staff will have equal access to training and development opportunities including, within reason, any which are identified in relation to their specific needs.
- 6.4 In applying its promotion, regrading and contribution pay procedures, the University will endeavour to ensure that appropriate adjustments are made to recognise the effect of an individual staff member's disability.

7 Staff Retention

- 7.1 The University will make reasonable effort to ensure a member of staff who develops a disability or whose level of disability increases, continues working in their substantive post.
- 7.2 Where a disabled staff member is unable to continue with their existing duties, reasonable effort will be made to find suitable alternative employment within the University.
- 7.3 Where the University considers it necessary to cease a staff member's employment on disability related grounds, the Capability Procedure (Ill-health) will be applied and such a decision must be confirmed by the Head of Department/School (or nominee) and a member of the Human Resources team.

8 Related Policies

- Equality and Diversity Policy
- Equality Outcomes Scheme 2013-2017
- Dignity and Respect Policy
- Student Admissions Policy
- Capability Procedure (Ill-health)
- Data Protection Policy