



## Disability Policy (Students and Applicants)

### General Statement

BCPC is committed to ensuring, so far as is reasonably practicable, the ongoing development of a positive, inclusive and enabling environment for all its students and applicants. This is in accordance with BCPC's statutory duties, which requires that a competent person is appointed to attend to and implement reasonable adjustments required in relation to issues of disability as and when they arise.

### 1. Purpose

- 1.1 To reinforce BCPC's commitment to equal opportunities policy, specifically with regards to disability.
- 1.2 To clarify BCPC's legal responsibilities towards and the options available to its students and applicants with disabilities, including learning and mental health difficulties, in seeking support or adjustments to the training environment.
- 1.3 To put in place a policy that is committed to addressing future barriers to inclusion which may adversely impact on its students or applicants with disabilities.

### 2. Aims

- 2.1 To provide a framework, alongside BCPC's Equal Opportunities Policy and BCPC's Dyslexia Policy, that contributes to the ongoing development of and provides guidance for a positive and enabling environment for all its students and applicants.
- 2.2 To increase accessibility to BCPC's courses to its students and applicants with disability.
- 2.3 To facilitate discussions around disclosure and appropriate support.

### 3. Principles

- 3.1 BCPC is committed to creating an inclusive, safe and supportive environment for all its students and applicants, regardless of disability.
- 3.2 BCPC encourages a climate of openness and positive disclosure for students with disability, including learning and mental health difficulties.
- 3.3 BCPC will hold all disclosed disability information confidentially ensuring it is only shared with the student's or applicant's consent unless it is deemed that they or others are at risk of harm.
- 3.4 BCPC will take appropriate steps to make reasonable adjustments for its students and applicants with disabilities to meet their individual needs, where relevant, appropriate, anticipatory, inclusive and in accordance with BCPC's Equal Opportunities Policy and BCPC's Dyslexia Policy.
- 3.5 BCPC will provide ongoing opportunities for increasing disability awareness to all staff and nominate one member of staff to be responsible for disability issues when they arise.
- 3.6 BCPC will make reasonable adjustments according to an assessment of the student's and applicant's disability related requirements, taking into consideration the environment and academic standards to prevent substantial disadvantage.

*Reviewed May 2019  
Reviewed March 2019  
Created April 2018*