

1. Introduction

1.1. At UCFB|GIS we are committed to the promotion of equality, diversity and a supportive environment for all. We aim to ensure that members of the UCFB|GIS community get the most from their experience in an inclusive environment.

1.2. Purpose

- 1.2.1. This policy seeks to set out a framework to ensure people with disabilities can fully participate, where practicable, in our academic and social programmes and workplace environment.
- 1.2.2. UCFB|GIS ensures that members of the community with disabilities or long-term conditions, like neuro-diverse conditions such as dyslexia and autism, or physical disabilities, have access to both facilities and a learning and working environment that is, wherever reasonably possible, comparable to that of their non-disabled peers.
- 1.2.3. UCFB|GIS complies with its legal requirements under the Equality Act 2010.
- 1.2.4. UCFB|GIS outlines the standards and expectations of the processes regarding disclosure and reasonable adjustments.

1.3. Scope

1.3.1. This Disability Policy /LBo.1 (h)0.9 .2 (l)188.2 (irog2(olic)-5ll 2 (l)18-1.4 (e) (c)-5.311 (u)-5.2ire

- 2.3. UCFB|GIS will have a zero tolerance towards, and eliminate, unlawful discrimination, harassment, bullying and victimisation.
- 2.4. UCFB|GIS will promote equality of opportunity and foster good relations between disabled people and others.
- 2.5. UCFB|GIS will take proactive steps in making reasonable adjustments and in taking proportionate steps to overcome barriers which potentially impede or disadvantage people with disabilities.
- 2.6. UCFB|GIS will take anticipatory action to enhance the accessibility of our facilities and services.
- 2.7. UCFB|GIS will provide training and support for the UCFB|GIS community to promote disability awareness.
- 2.8. UCFB|GIS will ptii

- 4.2.2. UCFB|GIS will continue to collect and monitor statistics and encourage sharing as part of its commitment to the provision of an inclusive and equitable working environment.
- 4.2.3. Reporting on disability data will be of a statistical nature and individuals will not be identified. Statistics on staff and students will be reported in the annual EDI Report and HESA student returns.
- 4.2.4. Information on staff and students who share information with us on their disability will be kept confidentially on the appropriate HR or Student Information System, in line with the Data Protection Act 2018 and the General Data Protection Regulation (GDPR).

5. Policy

5.1. Disability Policy

- 5.1.1. UCFB|GIS will ensure that in all policies, procedures, regulations, functions and activities, including strategic planning and resource allocation, consideration is given to reasonable means of enabling disabled staff and students' full participation in all aspects of the academic and social life of the institution.
- 5.1.2. Applicants who disclose a disability are .001 Tw 14.04 -07.2 (io)0 -11.14(n)-6 (d)w 0.863 C

5.2.2.

and they will be documented

disabled students from other sources, UCFB|GIS will not be obliged to pay for an adjustment.

- 5.3.18. DSA is not available to EU/International Students, or if a student is getting equivalent support from another funding source. However, UCFB|GIS will work in partnership with EU/International Students to agree reasonable adjustments specific to their individual case. EU and International students are encouraged to investigate funding which may be available to them from their home country and/or sponsors and provide confirmation to UCFB|GIS of the outcome.

5.4. Accommodation

- 5.4.1. UCFB|GIS works in collaboration with our partnered student accommodation providers who have accessible rooms for disabled students. The Accommodation Team can provide advice and support on how to apply for adjustments in accommodation and will work together with the student and provider to make every reasonable attempt to accommodate individual needs.

- 5.4.1. Accommodation places are limited and made available on a first come, first served, basis and cannot be guaranteed.

5.5. Health and safety

- 5.5.1. UCFB|GIS has duties under the relevant legislation to ensure the health & safety and welfare at work of all staff, students and visitors and that its operations do not expose, staff, students and visitors to risks to their health & safety. As such the normal princ

- UCFB|GIS Admissions Policy
- UCFB|GIS Privacy Policy
- HR related policies and Procedures (staff access only)
- UCFB|GIS Extensions and Extenuating Circumstances Policy

6.2. [Disabled Student Allowance \(DSA\) Guidance \(External Link\)](#)