

Policy statement

TITLE	Disabled Learners and Trinity College London
Objective	To ensure that all staff, Governors and all other individuals with authority to conduct business on behalf of Trinity College London ('Trinity') do not discriminate either directly or indirectly against disabled people.
Scope	<p>All Trinity employees on the payroll. All fixed term and temporary agency workers engaged by Trinity. Governors and external members of executive and non-executive committees. All staff and directors of Trinity's branches and subsidiaries. All consultants and other service providers, including examiners and representatives, engaged by Trinity for the development, delivery or award of its qualifications and examinations.</p> <p>All other individuals with authority to conduct business on our behalf.</p>
Statement	<p>We recognise that many disabled people face barriers to access and achievement. We are committed to eliminating discrimination on grounds of disability and promoting equality of opportunity for disabled people.</p> <p>We aim to create a fully inclusive environment where all learners feel welcome and able to fully demonstrate their skills. We treat each learner individually when considering how we can achieve this aim, recognising that everyone's needs vary.</p> <p>It is the responsibility of every individual working for or on behalf of Trinity to treat people with respect, regardless of their disability status, and to make a positive difference to disability equality at Trinity.</p> <p>Learners can be assured we do not compromise on the standard of marking or allow the quality of examinations to be devalued in any way.</p> <p>We are committed to the following principles</p> <ul style="list-style-type: none"> • Encouraging disabled people to declare their disability to us so that we can assist them • Eliminating any discriminatory practices • Enabling individuals to demonstrate their skills by removing unnecessary barriers and promoting the social model of disability

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	<ul style="list-style-type: none"> • Empowering individuals through listening to what alterations they may need rather than second guessing what will work for them • Engaging with people to develop the right solutions • Ensuring the standards we examine are not compromised in any way
<p>Definition of disability discrimination</p>	<p>Disability is:</p> <p><i>'A Physical or mental impairment which has a substantial and long term adverse effect on someone's ability to carry out normal day to day activities.'</i></p> <p>Discrimination is defined as:</p> <p><i>'Treating someone less favourably than someone else for a reason relating to disability. Discrimination can be direct, indirect or arise from the disability.'</i></p> <p>Trinity believes in the social model of disability. We recognise that disability is often the result of the attitudes and barriers created by others and not the result of individual differences. By adopting an accessible and inclusive approach we aim to make what we do accessible to all.</p> <p>Trinity will act in an <i>anticipatory</i> way - in that we will not wait until we are approached to ensure we are not discriminating. We will aim to anticipate how our actions may be discriminatory and address these where possible at the earliest stage. We will make <i>'reasonable adjustments'</i> to what we do to ensure we remove any substantial disadvantage disabled people may face in accessing our qualifications.</p>
<p>Risks and Consequences for Trinity</p>	<p>Failure to ensure our qualifications are accessible may:</p> <ul style="list-style-type: none"> • Make us liable to prosecution under the Equality Act 2010 • Lead to losing our OFQUAL recognition • Reduce the number of people able to take our exams • Damage the reputation of Trinity • Increase workloads as a result of dealing with customer complaints

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	<ul style="list-style-type: none"> • Undermine our aim to set ourselves apart from our competition through our focus on the learner, every learner
Types of discrimination	<p>Discrimination can be direct, indirect or arise from the disability.</p> <p><i>Direct discrimination</i> is where you treat someone less favourably because of the person's disability. For example, deciding that no blind people could take piano exams.</p> <p><i>Indirect discrimination</i> is where you do something for everyone that unintentionally disadvantages disabled people. For example, holding exams in a building without wheelchair access when you could use an alternative. Indirect discrimination can sometimes be justified - if the aim underlying what had been done was important enough and there was no alternative way of achieving it. For example, maintaining standards in our exams is likely to be legitimate justification.</p> <p><i>Discrimination arising from a disability</i> is where you treat someone less favourably due to something related to their disability (for example some people with ADHD find it difficult not to speak out of turn) where this cannot be shown to be justified.</p>
Areas of Specific Risk	<p>UK law does not define what a reasonable adjustment is. This will vary depending upon each individual and each organisation. What is reasonable for a large organisation is not necessarily reasonable to expect from a small organisation. This means the emphasis is on us to ensure we have considered all requests in a consistent way and can show we have acted in reasonable manner.</p> <p>Some reasonable adjustments would confer a benefit on someone who was not disabled - for example, some disabled learners are given extra time to complete an exam. There is a risk that people will falsely claim they are disabled in order to increase their chances of gaining a qualification. We therefore need to ensure we have adequate evidence of need in those cases where an adjustment may benefit someone.</p> <p>Nothing we do should compromise the standard of our qualifications. We must ensure that any adjustment is aimed at removing a disadvantage only and does not affect the actual level to which people are assessed.</p>

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Notes	This policy is subject to review at the discretion of Trinity's Executive and/or as required by changes to legislation.
Effective Date	13 th May 2013
Reviewed	