

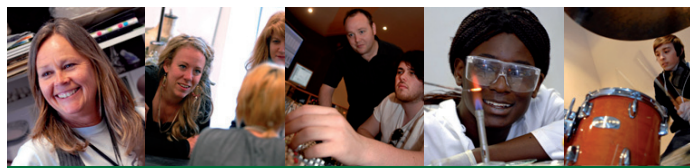


## Legal background

The Disability Discrimination Act (DDA) 1995 (as amended 2003 and 2005) made it unlawful to discriminate against disabled people. The Act lays down a number of general and specific duties:

- not to treat a disabled person less favourably for a reason relating to their disability
- a requirement to make reasonable adjustments if a disabled person would otherwise be placed at a substantial disadvantage
- a duty to promote equality for disabled people
- publish a Disability Equality Scheme, including a policy and an action plan
- carry out equality impact assessment on our policies and practices to prevent any negative impact on disabled people
- adjustments for students should be anticipatory
- the legislation applies to all admissions, enrolments and other student services including assessment and teaching materials

Our Accessibility Statement is available at [www.staffordcoll.ac.uk](http://www.staffordcoll.ac.uk) it is also available in large print and audio from Student Services



## Disability equality facts

- only 17% of disabled people are born with their disabilities (Employers Forum on Disability)
- there are around 11 million adults who are disabled (Disability Rights Commission Briefing, 2005)
- the Disability Discrimination Act defines disability as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities
- 52% of people who qualify as 'disabled' under the Disability Discrimination Act (DDA) do not consider themselves as disabled (Disability Rights Commission)

## Your rights

### Your rights as a disabled person studying or working at Stafford College are:

- to work or study in an environment free from discrimination, harassment and victimisation
- to fair and equal access to the facilities and resources which you need to carry out your role at work, or to complete your course of study
- to have reasonable adjustments made to enable you to have fair and equal access to the facilities and resources you need.

## Your responsibilities

### Your responsibilities while studying or working at Stafford College are:

- not to discriminate against anyone because of his or her disability
- not to harass or victimise anyone because of his or her disability
- to challenge or report any unacceptable behaviour witnessed
- as a member of staff, attend training to keep up to date with the relevant legislation and promote equality
- as a manager, to ensure that all your staff are treated fairly and have equal access to the resources and facilities they need.

## Supporting services

The Disability Health Condition Adviser (DHCA) can provide helpful, up-to-date information about access to areas of the College, people connected with courses and the support that is available. The DHCA can be contacted on **01785 275632**

Support is also available via the Additional Support Team who can provide one-to-one support in or out of the classroom. We also offer classroom assistants, personal care assistants, examination support, communication support and the adaptation of learning materials. The team can be reached on **01785 275555**

A Disability Consultative Forum (DCF) now operates at Stafford College. This exists for staff, students and visitors to the college to advise on matters related to disability, to monitor the disability equality scheme and action and plan to make recommendations to the college's Equality and Diversity Committee. It also helps the college to promote positive attitudes towards people with disabilities.