

# **DISABILITY DISCRIMINATION POLICY**

## **Introduction**

The Disability Equality Duty requires colleagues to have due regard to the need to:

- Promote equality of opportunity between disabled learners and others.
- Eliminate discrimination that is unlawful under the Equality Act 2010.
- Eliminate harassment of disabled learners that is related to their disability.
- Promote positive attitudes towards disabled learners.
- Take steps to meet the needs of disabled learners, even if this needs more favourable treatment.

## **Policy**

Rapid Results Training seeks to promote equality of opportunity between disabled people and others. It pays due regard to the Equality Act and acts within the law to ensure equality of opportunity. It's policies and procedures should be adhered to to ensure disabled people receive equal opportunity.

The Equality Act defines a disabled person as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.

The definition includes a wide range of impairments such as dyslexia, autism, speech and language impairments, and Attention Deficit Hyperactivity Disorder. Rapid Results Training will ensure it's attitude is conducive to disclosure, and will ensure learners feel comfortable about acknowledging an impairment or health condition. Any information will be used sensitively and confidentially and used to improve opportunities and outcomes. In the event of evacuation of a classroom, tutors will personally allocate themselves to ensure disabled people are helped to the designated meeting point.

## **Implementation**

Rapid Results Training will continuously examine:

- If there are areas of the curriculum where disabled learners have limited or no access.
- If there are classrooms that disabled learners have limited or no access.
- If different forms of communication are made available to enable disabled learners to express their views and hear the views of others.

## **General Duty**

Rapid Results Training aims to promote greater engagement of learners so that we can identify further areas to promote equality of opportunity. Learners with a disability will be actively involved in the continuous review and development of this policy by being encouraged to give their comments and suggestions.

Rapid Results Training recognises that bullying is more likely towards disabled students and that staff will carefully monitor the personal wellbeing of disabled students.

Positive attitudes to disability will be promoted whenever possible, ensuring staff and other learners have respectful attitudes towards the disabled.

### **Complaints of Discrimination**

Rapid Results Training will treat seriously all complaints of unlawful disability discrimination made by employees, learners and others. All complaints will be investigated in accordance with the company's grievance or complaints procedure, and the complainant will be informed of the outcome in line with these procedures. We will also monitor and record the number and outcomes of complaints of disability discrimination.

### **Monitoring**

Rapid Results Training will monitor and record equal opportunities information about disabled students on the basis of their individual disability.

It will store disability information as confidential personal data and restrict access to this information. Disability information will be used exclusively for the purposes of equal opportunities monitoring and will have no bearing on opportunities or benefits.

### **Review**

This policy will be reviewed annually, or more regularly if we identify any non-compliance or problem. It will be updated if there is new legislation or best practice standards that could impact on this policy.