

### SABHAL MÒR OSTAIG DISABILITY POLICY

**Sabhal Mòr Ostaig will strive to provide equality of opportunity for all users of the College's services and staff regardless of any disability, making reasonable adjustments for access and support where necessary.**

#### **Admissions and Examinations**

Procedures for admissions and examinations, including all administrative procedures related to these will be reviewed and revised to take account of this commitment.

#### **Premises**

Reasonable adjustments will be made where possible to enable access to all College facilities, taking due account of Health and Safety legislation.

#### **Teaching and Learning**

Teaching and learning arrangements will be reviewed, and reasonable adjustments made to allow for varied and more flexible learning patterns within the resources available within the College.

#### **Assessment, Communication and Support Services**

Appropriate strategies will be put in place according to the needs of the individual and within the resources available to the College.

The College will participate in the BRITE initiative, and take advice from other organisations and services on supporting learners' individual needs.

#### **Staff Training**

The College will provide appropriate awareness-raising and training for staff. All staff will have the opportunity to take part in this programme.

#### **Procedure for Complaints**

Should any student or other user of the College's services feel that reasonable adjustments have not been made or that they have received less favourable treatment on account of their disability, they should bring the complaint in the first instance to the Student Services Advisor or their appropriate line manager.

#### **Disclosure**

Where a student fails to disclose or declare a non-visible disability whether in writing or in confidence to the Student Services Advisor, the College will not be liable to make reasonable adjustments. If a student identifies a support need following enrolment, Student Services should be informed through the established referral process.

#### **Responsible Staff**

All College staff have an equal responsibility for this disability statement. Specific responsibility for its implementation rests with the members of the Senior Management Team and the College's Equal Opportunities Group.

#### **Review**

This Disability Statement and Policy will be reviewed annually.