



1. Title

Disability Equality Policy

2. Purpose

To ensure that in all aspects of corporate life, the College is free from all forms of discrimination and has an inclusive and welcoming approach to all staff, students and visitors and that we meet our requirements under current legislation.

3. Scope

All aspects of College provision, to both internal and external customers, is covered by this Policy.

4. Responsibility

The Board of Management is responsible for ensuring that effective policies and procedures are in place to continuously improve disability equality throughout the College.

The Principal and Senior Management Team are responsible for ensuring that disability equality is continuously promoted and comprehensively implemented in all aspects of the College's operation.

The Assistant Principal, Student Services, is responsible for coordinating, monitoring and reviewing the Disability Equality Policy and evaluating its effectiveness.

It is the responsibility of all staff and students to take a positive role in implementing the Disability Equality Policy.

The policy will be reviewed every 3 years by the Assistant Principal Student Services

5. Policy

5.1 Policy Statement

The North Highland College believes that discrimination on grounds of Disability is unacceptable, whether it affects treatment of students, staff, or any of the services or provision offered by the College. Everyone who has the ability and the desire to pursue education should have the chance to do so regardless of Disability. Discrimination is wrong whether it is deliberate and obvious or whether it is inadvertent or indirect. We believe that education can play a powerful role in the promotion of equality of opportunity. The College is committed to:

- I. actively tackling disability discrimination, and promoting disability equality;
- II. encouraging, supporting, and helping all students and staff to reach their potential;



- III. working with other institutions, local communities and others to tackle disability discrimination and to encourage and promote good practice in achieving Disability equality;
- IV. ensuring the Disability equality policy and its procedures are followed.

5.2 Data Analysis & Impact Assessment

The college will routinely carry out and analyse data pertaining to the above policy to ensure equality of opportunity.

The college will also carry out impact assessment of all its policies & procedures in relation to the above to ensure an inclusive learning and teaching environment.

6 Definitions

None

7 References

Disability Discrimination Act 1995 (amended by the);
Disability Discrimination Act 2005.
Special Educational Needs and Disability Act 2001
Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005,

8 Appendices

North Highland College Disability Equality Scheme

Date First Approved by Board of Management	August 2005
Last Review	August 2008
Proposed Review Date	August 2010
Responsibility	Assistant Principal