



Disability and Reasonable Adjustments Policy

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A. Introduction

1. ArtsEd is committed to promoting diversity and equality of opportunity and eliminating discrimination in its practices, policies and procedures. This policy outlines ArtsEd's commitment to creating a culture and environment in which students, staff and visitors to ArtsEd are treated fairly and not disadvantaged because of a disability.
2. The policy is guided by the Equality Act 2010 and is overseen by ArtsEd's Equality, Diversity and Inclusion Committee.
3. In developing this policy, ArtsEd aims to:
 - promote equality of opportunity between disabled persons and other persons
 - eliminate harassment of disabled persons that is related to their disabilities
 - eliminate discrimination
 - promote positive attitudes towards disabled persons
 - take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons when making reasonable adjustments.
4. The Disability and Reasonable Adjustments policy applies to all foundation, undergraduate and postgraduate students enrolled at ArtsEd.
5. This policy should be read in conjunction with the following documents:
 - i. [Admissions Policy](#)
 - ii. [Attendance Policy](#)

- iii. [Auditions Policy \(Acting\)](#)
- iv. [Auditions Policy \(Musical Theatre\)](#)
- v. [Casting Policy](#)
- vi. [Equal Opportunities Policy](#)
- vii. [Fitness to Study Policy](#)
- viii. [Interruption Policy](#)
- ix. [Personal Tutoring Policy](#)
- x. [Safeguarding Policy](#)
- xi. [Student Anti-Harassment and Bullying Policy](#)
- xii. [Student Complaints Procedure](#)
- xiii. [Student Misconduct and Disciplinary Procedure](#)
- xiv. [Student Physical Injury Reporting and Recovery Procedure](#)

B. Definitions

6. Equality Act 2010

The Equality Act 2010 legally protects people from discrimination where they meet the Act's criteria for one or more of the protected characteristics. This policy covers the protected characteristic of disability whilst noting the need to ensure intersectionality. Under the Equality Act 2010, ArtsEd has a duty to make reasonable adjustments for individuals with disabilities.

7. Disability

Disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities, where long-term is considered to be 12 months or more and 'substantial' is defined by the Equality Act 2010 as 'more than minor or trivial'. Normal day to day activities cover the following categories: mobility, manual dexterity, physical co-ordination, continence, ability to lift, carry or move objects, speech, hearing or eyesight, memory or ability to concentrate, learn or understand perception or the risk of physical danger.

People who have had a disability in the past are covered, including people with fluctuating and/or recurring impairments. A disability can arise from a wide range of impairments, including (but not limited to) the following:

- A social or communication impairment such as Asperger's Syndrome or Autistic Spectrum Disorder
- Sensory impairments such as blindness or a serious visual impairment which cannot be corrected by glasses; deafness, hard of hearing or serious hearing impairment
- Long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- Mental Health Condition, such as depression, schizophrenia or anxiety disorder
- Specific Learning Difference e.g. dyslexia, dyspraxia dyscalculia, and attention deficit (hyperactivity) disorder (ADHD)
- Physical Impairment or mobility issues

8. Reasonable Adjustments

Under the Equality Act 2010, reasonable adjustments are the proactive actions ArtsEd takes to ensure that disabled individuals can fully participate in their education. The objective in making

reasonable adjustments is to avoid as far as possible, through reasonable means the disadvantage which a disabled person experiences because of their disability.

C. Underlying Principles and Responsibilities

9. ArtsEd's Equality, Diversity and Inclusion Committee is responsible for ensuring ArtsEd meets its obligations under equality and diversity legislation, monitoring the implementation and effectiveness of this policy and its related procedures, and recommending changes where appropriate.
10. All staff should be aware of their shared responsibility in supporting disabled students, colleagues and visitors as well as ArtsEd's statutory responsibilities under the Equality Act 2010.
11. Human Resources will ensure that all staff are provided with mandatory training on Disability Awareness at induction, and that all staff will have the opportunity to participate in annual training on inclusive practice.
12. All staff, students and visitors to ArtsEd must act in accordance with this policy and always treat others with dignity and respect.
13. ArtsEd endeavours to offer an environment where students feel comfortable sharing information about a disability and asking for reasonable adjustments. Students are not obliged to notify ArtsEd that they have a disability, although it may be in their interests to do this so that reasonable adjustments can be discussed and implemented.

D. Reasonable Adjustments

14. Where a student's needs cannot be met through inclusive practice, reasonable adjustments may be recommended to ensure students are able to fully demonstrate their abilities.
15. Student Support makes decisions about reasonable adjustments in the context of the evidence provided by the student regarding their disability, the context of their studies, and the need to ensure parity of experience for all students at ArtsEd. Wherever possible, the student will be consulted regarding their adjustments, and what is deemed to be reasonable may vary depending on the circumstances of each individual case.
16. The aim of making reasonable adjustments is to prevent disabled students from experiencing substantial disadvantage because of their disability.
17. Assessment
 - If it is deemed reasonable, a disabled student may be given extra time for coursework.
 - Students may be given adjustments for exams and in-class tests. Student Support will make recommendations based on the evidence provided by the student.
 - In exceptional cases an alternative form of assessment may be considered as part making of reasonable adjustments.

E. Disclosure, Confidentiality and Data Protection

18. ArtsEd will maintain an environment and culture where students feel able to disclose their disability. Students will be encouraged to discuss disability related needs with Student Support as early as possible. Whilst students are encouraged to disclose as early as possible, disclosure can be made at any time over the course of a student's time at ArtsEd.
19. Any sensitive information disclosed will be securely held by ArtsEd, subject to and in accordance with the provisions of the General Data Protection Regulation (GDPR) 2018, the Data Protection Act 2018 and our [Privacy Notice](#).

F. Support Available for Students

20. ArtsEd has a duty of care to ensure that the necessary guidance and support is available for students.
 - i. **Student Support:** Students should be directed to the Student Support Services where there is a concern. The student can contact the Student Support Team by sending an email to studentsupport@artsed.co.uk.
 - ii. **Specific Learning Difficulties (SpLD) and Disability Support:** Students with Specific Learning Difficulties (SpLD) can access Study Skills Support from ArtsEd's SpLD Tutor. Students can be assessed for dyslexia and dyspraxia and related conditions and receive Disability Student Allowance (DSA). To access ArtsEd's **SpLD and Disability Support** provisions, please email studentsupport@artsed.co.uk.
 - iii. **Student Counselling:** Students can self-refer to ArtsEd's Counselling Service. Students can book a session with the Counselling Team by sending an email to counselling@artsed.co.uk. The Student Counselling Service offers confidential space for students to seek advice about, and discuss matters impacting, their psychological wellbeing. Students are offered:
 - a. short term 1-2-1 counselling which can help students work on immediate problems (maximum of 6 sessions);
 - b. assistance with developing healthy coping techniques;
 - c. support with gaining understanding of underlying issues; and
 - d. assistance with developing a longer-term treatment plan, if necessary.
 - iv. **Togetherall:** Togetherall is a clinically-managed, online community designed to improve mental health. Students can access the 24/7 online support via our Student Services Online Platform or by visiting www.togetherall.com.
 - v. **Fitness to Study:** The Fitness to Study Procedure may be commenced in line with the requirements of the [Fitness to Study Policy](#). The aim is to respond to and manage any concerns regarding a student's health or behaviour where it is thought that it is seriously impacting their ability to study. It may also be used where a student's health or behaviour is having an impact on other people, such as other students at ArtsEd and staff members. The procedure is intended to be supportive and is in place to enable students to successfully complete their studies, where possible.
21. Students who have questions regarding this Disability and Reasonable Adjustments Policy should contact Student Support at studentsupport@artsed.co.uk.

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