

## **Disability & Dyslexia Support**

Innovate Learning Centre is committed to the provision of equal opportunities for all, as outlined in our Equal Opportunities Policy. This Disability Policy sets out the Centre's commitment to both potential and actual students and employees with a disability and those existing students and employees who might become disabled. The Centre also recognises the need to provide such resources as may be necessary to support students in accessing the curriculum and the employment of people with disabilities, and undertakes to identify resources wherever possible.

The Centre recognises and intends to meet its statutory obligations under the Disability Discrimination Act (1995) not to discriminate against a student or an employee with a disability, and to make reasonable adjustments to seek to overcome any practical difficulties that may prevent an applicant with a disability from taking up a place at the Centre or employment here.

Disability is defined as 'a physical or mental impairment that has a substantial and long term adverse effect on an individual's ability to carry out normal day to day activities'.

### **OBJECTIVES**

1. To welcome, enable and empower students and both job applicants and employees with disabilities
2. To be flexibly responsive to the personal requirements of students and employees with disabilities in order to support them in their work at the Centre so that they may be fully integrated members of the Centre community
3. To ensure that, as an employer, the Centre's obligations under the Disability Discrimination Act are met to the best of the Centre's ability, and that a disabled job applicant or employee does not experience discrimination in either the process of recruitment or whilst employed by the Centre