

**CTT**

**DISABILTY POLICY**

**2021/2022**

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| *At the time of publishing the following roles were held:* |
| SCITT LEAD | MRS. W. KENDALL |
| CHAIR OF THE CTT BOARD | MRS. V. HEPBURN-FISH |

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| Approved by1 |
| Name: | Mrs. V. Hepburn-Fish |
| Position: | Chair of the Board of Directors of CTT |
| Signed: |  |
| Name: | Mrs. W. Kendall |
| Position: | SCITT Lead |
| Signed: |  |
| Date: | July 2021 |
| Review date2: | July 2022 |

## **PURPOSE**

To enable Cumbria Teacher Training to meet the unique needs of every trainee, specifically by taking reasonable steps to ensure that disabled trainees and applicants are not put at a substantial disadvantage by comparison with trainees and applicants who are not disabled.

This policy does not seek to cater for every situation, but is intended as a general statement of our policy which sets out the principles underlying our approach to making adjustments for disabled trainees and the factors that Cumbria Teacher Training will take into account when considering requests for adjustments.

## **Applies to:**

* All staff employed directly or indirectly to deliver services to Cumbria Teacher Training. This includes staff in all partnership schools involved in the delivery of the course.
* All Cumbria Teacher Training Trainees. This includes those who have accepted a place on the Cumbria Teacher Training Course.

*This Policy should be read in conjunction with the Equal Opportunities Policy.*

## **Background**

Cumbria Teacher Training has a duty to make reasonable adjustments for trainees who are disabled under the Equality Act 2010 when they are put at a substantial disadvantage compared with trainees and applicants who do not have disabilities. A trainee is disabled if he or she suffers from a physical or mental impairment that has substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. In most cases, disabilities will have a lasted or likely to last for twelve months or more. Special consideration will be given to any trainee suffering from a temporary disability caused, for example, by accident.

**Cumbria Teacher Training will do this by;**

**Making reasonable Adjustments –** we will make reasonable adjustments to our policies, criteria and practices. We will adjust the way we do things.

**By providing auxiliary aids and services –** we will do this by offering additional support or assistance. This may involve

* Providing pieces of equipment
* Seeking the assistance of additional staff
* Providing a means of note-taking
* Induction loops
* Audio-visual fire alarms
* Readers
* Assistance with guiding

CTT considers whether there is any adjustment it could make to overcome any substantial disadvantage suffered by a disabled trainee. However, it may not always be possible and we would work with the trainees and partner schools to attempt to resolve any adjustments necessary.

If you are disabled and you believe that you are being put at a disadvantage compared with other trainees without disabilities and there is an adjustment we could make which would overcome this please contact the SCITT Lead setting out in full the reasons for the adjustment, the adjustment required and how CTT could put this into practice.

In some cases, CTT will be able to agree to and implement the requested adjustment as soon as possible, however in other cases, E.G where the adjustment may be logistically difficult or more financially costly, CTT may need to consider in more detail how best to overcome the disadvantage that the trainee is suffering and what measures CTT can reasonably take. In these cases, CTT may need to seek advice from other experts such as Doctors/Educational Psychologists/Occupational Health etc

When considering whether it would be reasonable to make the adjustment CTT will consider the following –

* Would the adjustment overcome the disadvantage the disabled trainee is suffering
* Is the adjustment practical?
* The effect of the disability on the trainee
* The cost of the proposed adjustment
* The resources at CTT and in the Partner Schools
* Health and Safety requirements
* The need to maintain training and teaching standards
* The interests of other trainees (and potential trainees)

**CONFIDENTIALITY**

Trainees may request that the nature of their disability be treated as confidential by CTT. CTT will take such a request into account when considering whether an adjustment is reasonable.

When CTT has determined whether an adjustment is reasonable they will contact you via e-mail setting out the decision and the reasons.

If you are unhappy with CTT’s decision concerning the reasonableness of the adjustment you may complain using the CTT complaints procedure.