

C. DISABILITY STATEMENT

1. Current Legal Position

The Disability Discrimination Act (1995) prevents discrimination against disabled people generally and in particular in the following areas:

- Employment (Part 2)
- Access to services, premises and private clubs (Part 3)
- Education (Part 4)

In employment terms the DDA (Part 2) prohibits discrimination in relation to employment of disabled people, including recruitment, training, promotion, benefits, dismissal, etc. It requires employers to make “reasonable adjustments” for a disabled person put at a substantial disadvantage by a provision, criterion or practice, or a physical feature of premises. It also prohibits discrimination by trade organisations and qualifications bodies and provides procedures for enforcement and provision of remedies for discrimination.

The DDA (Part 3) requires service providers to make “reasonable adjustments” for disabled people. A service provider is required to take reasonable steps to:

- change a practice, policy or procedure which makes it impossible or unreasonably difficult for disabled people to make use of its services
- provide an auxiliary aid or service if it would enable (or make it easier for) disabled people to make use of its services

In addition, where a physical feature makes it impossible or unreasonably difficult for disabled people to make use of services, a service provider has to take reasonable steps to:

- remove the feature; or
- alter it so that it no longer has that effect; or
- provide a reasonable means of avoiding it
- provide a reasonable alternative method of making the service available

It prohibits discrimination by private clubs and provides procedures for enforcement and provision of remedies for discrimination.

Part 4 of the DDA covers Education. Amended by the Special Educational Needs and Disability Act 2001, it prohibits discrimination in relation to:

- school admissions, exclusions, and the education or associated services provided to pupils
- further and higher education admissions, exclusions, and student services

Responsible bodies for schools and further and higher education institutions must make reasonable adjustments to ensure that disabled students (or prospective students)

are not placed at a substantial disadvantage in comparison with their non-disabled peers.

Responsible bodies for further and higher education are also required to provide auxiliary aids or services and have a duty to make adjustments to physical features.

The DDA 2005 builds on previous requirements by placing a positive duty on all public bodies, including Higher Education Institutions (HEIs), to eliminate discrimination and harassment and to promote equality of opportunity for people with disabilities. This is similar to the positive duty to promote race equality already introduced under the Race Relations Amendment Act, the major difference being that the DDA 2005 requires the College to adopt a proactive approach in involving and promoting the full participation of people with disabilities in all activities.

2. College Response

The College's response is given in three documents: the Disability Equality Scheme; the Disability Equality Action Plan; and the Access Management Plan. See Appendixes to this section.

3. Support and Advice

The College is able to provide some mechanisms for support and advice. Other vehicles are available via the central University. The College is not liable for the accuracy or appropriateness of advice given by a University body, but believes that the resources provided by the University may be useful to College members.

The Bursar is able to provide initial guidance and advice. He/she takes advice from an external human resources consultant where appropriate.

Student representatives are able to provide guidance and advice. The JCR and MCR Presidents and Welfare Officers should be consulted in the first instance.

For staff the UNISON representative is able to provide advice.

The University's [Diversity & Equal Opportunities Unit](#) is able to offer guidance and advice to departments on University policies.

Investigations into claims of harassment are carried out as per the College's Policy on Harassment

The University offers [training](#) in best practice for those involved in the admissions process, recruitment and selection, management and teaching.

Advice on childcare is available from the University's [Childcare Officer](#) or on the [Childcare website](#) where full details of University nursery and childminding provision, advice on staff and student funding, and application forms are available.

Disabled Students can get advice from the [OUSU](#) Vice President for Welfare and Equal Opportunities.

The University [Counselling Service](#) is available to students directly and to staff via the University [Occupational Health Service](#).

4. Services and Information

Staff

The Bursar is able to provide initial guidance and advice. He/she will call on the services of other College officers (particularly the Senior Tutor and the UNISON representative) and of external consultants and departments of the University as appropriate.

Students

The Bursar is able to provide initial guidance and advice. He/she will call on the services of other College officers (particularly the Senior Tutor, the Deans and student representatives) and of external consultants and departments of the University as appropriate.

Links to Legislation and external bodies

[Disability Rights Commission](#)

[Disability Rights Commission summary of DDA Statutes](#)

[SKILL \(National Bureau for Students with Disabilities\)](#)

[Oxford Students Mental Health Network](#)