

# Disability Inclusion and Support Policy

<b>Title:</b>	<b>Disability Inclusion and Support Policy</b>
<b>Responsible:</b>	<b>Chief Operating Officer (UK Colleges) and Director of Compliance &amp; Accreditation</b>
<b>Date Last Updated:</b>	<b>June 2025</b>
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<b>Status:</b>	<b>Released</b>
<b>Location:</b>	<b>SharePoint and VLE</b>

## **1. Introduction**

### **1.1 Purpose**

The purpose of this policy is to:

- Provide commitment to ensuring equality of opportunity for the diverse student and ensure it meets the legislative framework and the overarching KI Pathways strategy.
- Outline KI Pathways' duties and the options available students with disabilities in seeking support or adjustments to their studying and living environment.

## **2. Scope**

2.1 This policy covers all Kaplan UK Pathways students in the UK who have a disability and are covered by the Equality Act 2010.

## **3. Policy Statement**

3.1 The Disability Policy sets out KI Pathways' commitment to disabled students and maintain a safe, healthy, and supportive learning and living environment for our students.

## **4. Background Information and Legal Context**

4.1 The disability equality legislation outlines a number of required duties. The Equality Act 2010 incorporated all nine separate pieces of equality legislation including the Disability Discrimination Act 1995. The Act sets out the types of discrimination, which in the context of disability, include direct and indirect discrimination, discrimination arising from disability, harassment, victimisation, and failing to make a reasonable adjustment. The Equality Act 2010 places a general duty on the Education sector to promote disability equality. Under these duties KI Pathways is required to:

- eliminate unlawful discrimination.
- eliminate harassment of disabled people
- promote equality of opportunities between disabled people and other people
- involve disabled people in the formulation of actions.
- promote positive attitudes towards disabled people.
- encourage participation by disabled people in public life.
- take steps to meet disabled people's needs, even if this requires more favourable treatment.

- identify and analyse potential discriminatory policies, practices, and procedures in all aspects of KI Pathways activities.

## **5. Objectives**

Our Disability Policy has five key objectives:

- 5.1 Ensure potential and current students with disabilities do not face discrimination.
- 5.2 Ensure that we take anticipatory action to provide inclusive learning and teaching and access to our facilities and services.
- 5.3 Ensure that we make reasonable adjustments for students and applicants with disabilities.
- 5.4 Support the retention, development, and progression of disabled students.
- 5.5 Promote a positive studying and living environment for disabled students.

## **6. Definitions**

6.1 Disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. Long term means it has lasted for at least 12 months, it is likely to last at least 12 months, or it is likely to last for the rest of the life of the person.

6.2 Also covered by the definition are people with a severe disfigurement, HIV infection, cancer, or multiple sclerosis.

6.3 The definition includes people who have had a disability in the past, which may be particularly relevant for people with fluctuating and/or recurring impairments.

6.4 Reasonable adjustment is defined as a decision taken by KI Pathways to allow students non-standard arrangements in relation to their experience at KI Pathways.

6.5 KI Pathways will make adjustments within the parameters of the following factors:

- The nature of student circumstances and needs following consultation with the student and taking account of any medical recommendations and relevant assessments.
- the effectiveness of the adjustment in removing the disadvantage.
- the practicality of the adjustment, taking account of disruption, health and safety issues, the reasonable expectations of others and external factors.
- Availability of resources
- Legal precedent.

## **7. Excluded Conditions**

7.1 Certain conditions are specifically excluded from being covered by the disability definition, such as a tendency to set fires or addictions to non-prescribed substances.

## **8. Monitoring**

8.1 KI Pathways encourages students to declare any disability either at application, enrolment or during study so that we can provide appropriate support.

## **9. Confidentiality**

9.1 All information provided to KI Pathways by disabled students will be treated with respect and confidence and in accordance with Data Protection legislation.