



## Disability Discrimination Statement

### What is disability discrimination?

Discrimination is when an education provider or employer treats you unfairly and puts you at a disadvantage when compared with non-disabled people. This could be because someone is purposefully discriminating against you. Or it could be because an education provider, exam board or employer works in a way that unintentionally puts you at a disadvantage.

In 2009 the UK ratified the **UN Convention on the rights of people with disabilities**. This means that the UK government agreed that they would work to:

'Ensure the education system at all levels is inclusive and geared towards supporting disabled people to achieve their full potential and participate equally in society'

### Disability equality

The Equality Act took over from The Disability Discrimination Act (1995) in 2010. As well as supporting the rights of disabled students by giving greater legal protection against discrimination, it emphasises the legal duty on education providers, employers and service providers to make reasonable adjustments so disabled people can take part in education, use services and work.

The Equality Act defines Disability:

**'a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities'**

In terms of education and training publicly funded education providers have a duty under the Equality Act not to discriminate against potential, current or former students. An education provider could be a university, college, Local Authority or a school which runs further education courses. All aspects of studying are covered including:

- course admissions
- the provision of education
- access to any benefit, facility or service
- exclusions

Local authorities have a duty not to discriminate against potential, current and former students when helping the person access a course at college or university.

Private education and training providers also have duties under the Act as service providers. That includes Wild about our woods

Wild about our woods Training has the following policies to support learners with disabilities:

- Equality & Diversity policy for Training and Events

Signed; <i>Janine Young</i>	date; 23/11/18	review date; 23/11/19 23/11/20 23/11/21 10/11/22
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