



## **Policy to Support Students with Disabilities, Long Term Health Conditions, Mental Health Concerns and Learning Difficulties**

### ***Note on language***

In UK equality law the word “disability” is used to represent a wide range of conditions which include physical disabilities, long term health conditions, mental health concerns and learning difficulties. The legal definition within the Equality Act 2010 is:

*a physical or mental impairment which has a ‘substantial’ and ‘long-term’ adverse effect on that person's ability to carry out normal day-to-day activities.*

Throughout this policy, “disability” will be used as an umbrella term to cover the wide range of conditions that are given protection. However, the University does recognise that this is not necessarily a term that all our students will use personally or feel comfortable with.

For more information about this policy, please follow this link - <https://students.brunel.ac.uk/support/disability-dyslexia-support> or email: [wellbeing@brunel.ac.uk](mailto:wellbeing@brunel.ac.uk).

### **Introduction**



## **Scope**

The aim of this policy is to ensure that:

a prospective student, current student, or a graduate of the University will not be treated less favourably than any other, on the grounds of their disability;  
and  
appropriate support is available throughout their student journey, from application stage, through study, graduation and progression into the workplace and or further education.

In addition the policy aims to provide advice and support to University employees on how best to support students who have a disability to gain the best degree outcome and student experience. Such support may relate to the student's study, both on and off campus (including learning, assessment, examinations, work placements, trips and internships), research, health and safety, accommodation, finance, and social activities both on and off campus where activities are linked to the university community.

## **Brunel Commitment**

Brunel University London commits to:

Ensuring that the University will take all reasonable steps to meet its statutory



Disseminating this policy throughout the University community.

Providing information, training and advice to staff and students about different types of disability and how to provide appropriate support to students with a disability.

Ensuring that the Student Equality & Diversity Manager conducts an annual review of the disability data disclosed by students of the University to identify any trends which need to be addressed and / or investigated further.

### **Expectations of Students with a Disability**

It is expected that a student of the University with a disability shall commit to:

Finding out what support, advice and guidance is available at the University to support them with any needs they have arising from their disability.

Disclosing their disability as early as possible and providing all necessary evidence and documentation in a timely way to ensure appropriate support can be put in place as soon as possible.



## *Support Plan*

Student Wellbeing will assess your needs and develop a Support Plan with you which is intended to help identify and coordinate support, to ensure that (where possible) your needs are met. You may be required to provide evidence of your disability and how it impacts on you. The Support Plan will be drawn up in writing and



<https://www.brunel.ac.uk/about/quality-assurance/documents/pdf/Extenuating-Circumstances-Guidance->



within 15 working days. Once an appointment with an advisor has taken place, support will be implemented within two weeks.

### **Supporting a student who has a disability**

The University recognises that disclosing a disability may be hard and stressful for a student.





## **Appendix A**

### **Equality Legislation**







## Appendix B

### External support agencies who provide help and support

The lists below provides details of key health charities. It is correct at the time of writing (September 2019). Check websites for up-to-date contact information. Please note that Brunel University London does not endorse or take responsibility for the information provided by external organisations. Unfortunately the list is not exhaustive for all agencies that provide support so we recommend that if your disability is not included, please ask your health care practitioner for further information and / or for details of support groups available.

### External Services

**Equality Challenge Unit** provides advice and support for students and staff on equality and diversity in higher education — [www.ecu.ac.uk/](http://www.ecu.ac.uk/)

**Equality and Human Rights Commission** is the statutory body responsible for protecting, enforcing and promoting equality across the nine protected characteristics — age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation — [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

### Specialist health / disability agencies

**Action on Hearing Loss** supports people across the UK to manage their deafness, tinnitus and hearing loss. They provide information and community-based care and support services, develop technology and treatments, and campaign for equality. Email [information@hearingloss.org.uk](mailto:information@hearingloss.org.uk) for advice and guidance.

**British Heart Foundation** offers advice to those with heart conditions via their website, information booklets or heart helpline. It also provide information to help people reduce their own heart health risk, funds cardiovascular research and life-saving skills and equipment, campaigns for minimising the risk of developing heart and circulatory disease. For more information see - [www.bhf.org.uk](http://www.bhf.org.uk)

**Diabetes UK** provides support for everyone affected by diabetes, seeks to prevent Type 2 diabetes, campaigns and funds research that will one day lead to a cure. For more information see - [www.diabetes.org.uk](http://www.diabetes.org.uk)

**Epilepsy Action** offers information, advice and support for people with epilepsy. It provides freephone and email helplines and a wide range of information booklets. It



