Support students with disabilities

Understand your responsibility
- Familiarise yourself with the definition of disability
- Be aware of legislation including the Equality Act 2010
- Treat disability issues discreetly and confidentiality

Take an inclusive approach
- Be anticipatory in making adjustments
- Consider what is 'reasonable'
- Be aware of additional support

Refer to relevant support
- Student Support Disability Service
- Departmental Disability Liaison Officer (DDLO)
- Specialist resources and training
How to... Support students with disabilities

Understand your responsibility

The definition of ‘disability’ under the Equality Act 2010 says that a person has a disability if (i) they have a physical or mental impairment and (ii) the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

Physical or mental impairment includes sensory impairments. Hidden impairments are also covered: mental illness or mental health problems, learning difficulties, dyslexia, and conditions such as diabetes or epilepsy. The Act aims to prevent disability discrimination, enabling full access to education and other provision.

Someone with a disability has the right to request that his or her impairment or condition is kept confidential.

Tip: If a student discloses their disability to Student Support and gives consent for information to be passed on to their department, a notification detailing needs and appropriate adjustments will be sent.

Take an inclusive approach

Wherever possible, learning, teaching, and assessment practices should be designed to be accessible from the outset so that only minimal adjustments need to be made for individuals.

The duty to make ‘reasonable adjustments’ applies where a disabled person is substantially disadvantaged in comparison with a non-disabled person. There are various ways you can support disabled students to reach their full academic potential and participate at all stages of their programmes.

Student Support can advise you on a range of support including: individual exam arrangements; dyslexia/disability study skills support; the Listen Again service; extensions to short-term library loans; coversheets for assignments; and specialist funding.

Tip: The Student Support Disability Team can advise on what is and is not reasonable. Visit the webpages www2.essex.ac.uk/stdsup/disab

Refer to relevant support

A team of advisers provide information and guidance to disabled students including students with specific learning difficulties.

T 01206 872365
F 01206 872367
E disab@essex.ac.uk
www2.essex.ac.uk/stdsup/

Departmental Disability Liaison Officer

The DDLO is the representative in your department who has an awareness of disability issues and the reasonable adjustments which may be required. They act as a direct link between Student Support and your department.

Visit www.essex.ac.uk/ldev to book a place on the Disability Awareness workshop.

Tip: There are a number of resources to assist you in meeting the learning needs of disabled students. Visit www2.essex.ac.uk/stdsup

Look out for more postcards in the series, e-mail Learning and Development (‘ldev’) or visit the website (‘/ldev/resources’).