



Disability Strategy

This strategy sets out how Pinnacle International College will meet the challenge of tackling discrimination against disabled applicants for student and staff positions. The College acknowledges that disabled people face barriers not through their impairment but through environmental factors. Our duty to disabled people is defined under Part 4 of the Disability Discrimination Act.

Disability Disclosure before admission

All applicants for student and staff positions at the College will be encouraged to disclose disabilities prior to admission/interview.

1. Disclosure will not prejudice an applicant and details of how the College will follow-up disclosed disability needs will be discussed.
2.
 - a) Where the disability is not of such a nature that the student/staff could function normally with the facilities at the College, records will be kept as to how continuing and changing needs are met and to what extent special provisions are to be made including reasonable adjustment and special considerations by awarding bodies.
 - b) All information disclosed will be treated as confidential.
 - c) Information about additional support services will be made available.
 - d) Any additional costs associated with support outside the scope of the College will be made transparent.
3. Where the College cannot meet the needs of an applicant, it will refer student applicants to other Colleges that may be able to meet their disability needs. This will be at no cost.
4. The disability co-ordinator for the College will monitor and ensure this policy is adhered to. The current disability coordinator is the Principal.
5. The College's Disability Strategy will follow established and recommended good practice by such organisation as the UK Council for International Student Affairs (UKCISA) and The Council for International Education (UKCOSA).
6. The College will consider wider issues such as:
 - The provision of information for international students in accessible formats
 - Ensure that all staff involved in the recruitment of students have knowledge of disability issues and where to refer students for more detailed information.

Last Updated 18th July, 2011