

Mae'r ddogfen hon ar gael yn Gymraeg. This document is available in Welsh.



Disability Policy

1. Introduction

The University of South Wales (USW) Group is committed to the principles of equality and diversity and, aims to create an inclusive learning environment where an individual's personal characteristics do not create barriers to participation. The Wellbeing and Disability Service as part of the University of South Wales (USW) Group is committed to mainstreaming equality and diversity throughout all its activities, as well as meeting the general and specific legislative duties imposed on it through the Equality Act 2010. This policy statement therefore builds upon the Group's vision and strategic priorities.

2. Definition

The Equality Act 2010 defines a disability as a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on an individual's ability to carry out normal daily activities.

The Disability Policy relates to all disability categories included in the UCAS disability guidelines, which are:

- Specific Learning Difficulty (Dyslexia, Dyspraxia or AD(H)D),
- Social / Communication Impairment / Autistic Spectrum Disorder,
- Blind / serious visual impairment,
- Deaf / serious hearing impairment,
- Long standing illness or health condition (e.g. Cancer, HIV, Epilepsy),
- Mental Health Condition (e.g. Depression, Anxiety disorder, Schizophrenia),
- Wheelchair user/mobility problem,
- Disability, impairment or medical condition not listed above

3. Partnerships

The University of South Wales collaborates with many different education providers to deliver a range of courses at a variety of locations both in the UK and abroad. The University has partnership agreements in place with its franchise partners under which, the partner institution assumes responsibility for the provision of inclusive

learning and teaching, support and reasonable adjustments to disabled students, as part of its wider remit.

Disabled student are encouraged to consider disclosing to their College and engaging in meaningful dialogue with appropriate staff in order to identify appropriate adjustments and support.

4. Admissions Selection

All applications to the University's taught higher education programmes are considered in accordance with the University's Admissions Policy.

Selection of suitable candidates is based on consideration of academic merit, talent and potential. All applicants must meet the minimum entrance requirements as specified in the [Regulations for Taught Courses](#). Applications received from disabled applicants are considered in accordance with the above policy and the University's [Equality and Diversity Policy](#).

Once accepted on to one of our courses, the University will aim to ensure that disabled students are provided with access to the resources and facilities necessary to take a full part in university life as far as possible, equal to the opportunities of non-disabled students.

However, the University acknowledges that site characteristics and financial considerations make it impossible to declare a policy that the requirements of any student, whatever their impairment, could be met. It is therefore crucial that applicants and students are provided with guidance at the earliest opportunity, to allow them to make informed decisions in relation to the suitability of HE study at University of South Wales.

5. Early Identification and Engagement

The University acknowledges that it is important that specific requirements due to a disability or a specific learning difficulty (e.g. dyslexia), are identified as early as possible, so that necessary reasonable adjustments may be made in a timely manner.

Disabled applicants / student are encouraged to consider disclosing to the University and engaging in meaningful dialogue with appropriate University staff in order to identify appropriate adjustments and support. Disability disclosures are followed-up by the Disability Service, with an offer of a meeting with a Disability Adviser to discuss individual requirements, reasonable adjustments and support.

Where the Disability relates to a Mental Health Condition, students are also advised to engage in discussions with a Mental Health Adviser for specialist advice and support.

The University is proactive in providing opportunities for early disclosure and identification in the following ways:

- Prospective students who attend University marketing events (i.e. Open Days), are provided with information about support and services available.
- At both application and enrolment, students are provided with opportunities to self-identify any disability, which they feel may be relevant to their studies.
- The University publishes up-to-date digital information and guidance, which encourages early disclosure and engagement with support services via its external and internal websites.
- Students moving to the area are advised to register with the USW Health Service and a local GP Practice. Students, who disclose a disability on their USW Health Services registration, will be provided with advice and guidance on other support and services (e.g. Disability Service) as appropriate.
- Students, who are applying to / resident in University Halls of Residence, are invited to provide information concerning disability or any other specific requirements and will be provided with advice and guidance on other support and services (e.g. Disability Service) as appropriate.

6. Support

The University of South Wales does not have a legislative responsibility to meet support needs, which are unrelated to academia (i.e. medical care, personal care and assisted living requirements). Non-educational support requirements fall within the remit of the National Health Service and Social Services.

The University aims to ensure that its physical, social and recreational facilities are accessible to disabled students for an inclusive environment.

The University will seek to ensure that students, who have declared a disability and provided suitable evidence, have access to appropriate *study related* support throughout their study at the University.

- Disability Advisers will work alongside disabled students, to identify appropriate reasonable adjustments and support on an individual basis. This will result in the creation of an Individual Support Plan, which outlines the appropriate reasonable adjustments and support.
- Information disclosed to the Disability Service is treated as sensitive and confidential within the limits of the [Student Services Confidentiality Code](#).
- In compliance with the requirements of the [General Data Protection Regulation \(GDPR\)](#), and [USW data protection policy](#), applicants / students are asked to give their written consent to the sharing of relevant sensitive information by the Wellbeing and Disability Service with relevant University staff and external stakeholders (i.e. Student Finance). Although consent is not mandatory, students are advised that withholding consent may affect the University's ability to respond appropriately to their disability related needs.
- Students are requested to provide documentation from an appropriately qualified practitioner outlining the nature and impact of their disabilities.
- The Disability Service offers free screening for Specific Learning Difficulties and support in arrange an on-site diagnostic assessment with an appropriately qualified assessor. The University recognises the

disproportionate financial burden placed on students who require an assessment for Specific Learning Difficulties and endeavours to provide support with assessment costs where possible.

7. Disabled Students Allowances:

- Assistance is given to students to apply for Disabled Students Allowances and other kinds of financial support (as appropriate). Disabled Students Allowances is a government-funding scheme, administered by Student Finance for Home students studying on a designated Higher Education course of a sufficient credit value. Eligibility for Disabled Students Allowances is determined by Student Finance, in line with *their* policies and regulations.
- As part of this scheme, a student's individual eligibility and support requirements will be independently assessed and an appropriate package of support recommended and provided.
- Whilst the University can provide *assistance* with navigating the Disabled Students Allowances application and assessment process, the *process itself* sits outside of the University's remit.
- Complaints relating to the processing of a Disabled Students Allowances application, Eligibility for the Scheme or issues relating to the provision of goods and services by independent providers contracted by Student Finance, should be directed to Student Finance directly.

8. Regulations and Policies

All students are subject to the University's regulations and policies regardless of Disability. The University's policies, regulations and procedures have been developed to ensure that they do not unduly disadvantage disabled students and, that appropriate support is available.

- [Academic Regulations for Taught courses](#)
- [Academic Misconduct](#)
- [Fitness to Practise](#)
- [Fitness to Study](#)
- [Extenuating Circumstances](#)
- [Student Conduct](#)
- [Student Complaints](#)

Further information and advice on University regulations and policies is available from the Student Casework Unit within the University Secretary's Office.

9. Monitoring and Reporting

The University designates a member of Executive to have specific responsibility for disability provisions.

The Equality and Diversity Committee Structure reports Executive and is responsible for monitoring the implementation of the Policy.

Amendment Chronology				
Version Number	Effective Date	Amendment Author	Reason for amendment	Approved By
1.0		N/A	First Issue	
2.0	29.10.18	Sarah Page	Minor amends re: Service Name	
3.0	08.07.19	Sarah Page		
3.1	17.01.20	Sarah Page	Minor amends	
3.2	01.02.22	Sarah Page	Minor amends	
3.3	24.05.22	Sarah Page	Minor amends	