



Disability policy

2019/20

This policy is reviewed annually to ensure compliance with current regulations

Approved/reviewed by	
L ABECASIS	
Date of next review	January 2021

Key staff involved in the policy

Role	Name(s)
SENCo	DARREN CELECIA
SENCo line manager (Senior Leader)	GAIL NAVAS
Head of centre	LEON ABECASIS
Access arrangement facilitator(s)	DARREN CELECIA

Gibraltar College comes under the control of the Department of Education, HM Government of Gibraltar and is subject to Gibraltar's Laws. Although the UK's Equality Act 2010 (Specific Duties) Regulations 2011 does not apply in Gibraltar it will be followed by this college in order to comply with JCQ regulations.

Gibraltar College understands that it has a duty to have "due regard" when making decisions that may have an effect on equality and for students with particular protected characteristics as described below.

Gibraltar College will not discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions
- in the way it provides education for students
- in the way it provides students access to any benefit, facility or service, or
- by excluding a student or subjecting them to any other detriment

As an educational institution we do not discriminate against a student or prospective student by treating him or her less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

We are committed to ensuring that all students have equal access to all our academic and social programmes.

With regards to students with disability, Gibraltar College has a duty, as far as possible, to make 'reasonable adjustments' to make sure that these students are not discriminated against.

SERVICES

- The main resource centre is located on the ground floor for easy access
- Student Services have their offices located on the ground floor
- There are a number of classrooms located on the ground floor as well as in the College patio which can be easily accessed. Two outside portacabins can also be accessed via ramps
- Art room and workshops are located at ground level at the John Mackintosh Hall annexe
- There is a toilet for the disabled on the ground floor of the main building

SPECIAL EDUCATION NEEDS

- SENCO has a specific responsibility to assure the quality and standard of the school's Special Educational Needs provision and to assist the Principal with the general duty of care owed to students and staff.
- Three leaning support assistants are employed on a full-time basis to help and support students with SEN and or other disabilities
- Additional support is provided by professionals in the medical, psychological and behavioural fields

EXAMINATIONS

A separate disability policy, dealing exclusively with examinations, is also available and can be found in the N drive/Faculty/Policies

DATA PROTECTION

In keeping with our policy on data protection, personal and confidential information on a student's disability will only be shared, as and when appropriate, for academic and pastoral purposes.