

# CareSkills

## Training in Health and Social Care

### Careskills Disability Statement 2019

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Careskills welcomes all learners, regardless of any learning difficulty and/ or physical disability. We are committed to ensuring that everyone is treated fairly. We will make all reasonable adjustments to ensure anyone with a learning difficulty and / or physical disability is not substantially disadvantaged.

#### **Our commitment to Learners:**

We recognise that everyone's needs are different and will work with learners to identify and overcome any barriers that exist. We will provide a support package designed to meet the needs of individual and enable learners to maximise their potential.

Careskills will endeavour to:

- Ensure that all learners are made aware of our (Equality Act, S6:2010) definition of disability,
- Encourage learners to disclose a disability,
- Create a culture that enables all learners with disabilities to feel comfortable in so doing,
- Ensure that our systems are robust enough to deal effectively with disclosure
- Inform all learners of the impact of non-disclosure of disabilities.

#### **What is a Disability?**

'an impairment with a substantial (i.e. more than minor or trivial) long term effect on a person's ability to carry out normal day to day activities (without specifying what those activities might be)'

#### **Learning Difficulties and Disabilities**

This area covers a whole range of learning difficulties and/or disabilities including Autism, Asperger's Syndrome, Down's Syndrome, Cerebral Palsy, etc, as well general learning difficulties.

In order to facilitate learning, support for learners with a learning difficulty and/or disability may include:

- Assessment of need prior to entry
- Adaptation of resources
- Greater frequency of one to one contact time with trainer
- Special examination arrangements
- Additional pastoral support



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#### Specific Learning Difficulties

Specific learning difficulties include Dyslexia, Dyspraxia, Dyscalculia and Dysgraphia. In order to facilitate learning, support for learners with a specific learning difficulty may include:

- A diagnostic assessment
- Full assessment of individual needs to support learners with their study
- Colour overlays
- Greater frequency of one to one contact time with trainer
- Additional trainer support for literacy, numeracy, organisation and coursework
- Adaptation of resources, for example: enlargement of texts, colour paper, etc
- Guidance and support with the choice of course, transition into higher education and future careers
- Special examination arrangements
- Additional pastoral support

#### Disclosure Statement

Careskills is keen to ensure that learners with a range of disabilities, including hidden disabilities, disclose their support needs and receive support that is appropriate to individual need, enabling learners to maximise their potential.

However, we also accept that learners with a disability have the right to keep their support needs confidential. Where learners do not disclose their disability, it is clear under Equality Act, 2010 that Careskills cannot be expected to make any reasonable adjustments.

#### How to Disclose a Disability

In order for a learner to highlight any potential barriers to learning, opportunities are provided in a range of Careskills' procedures, including:

- Enrolment (enrolment form has questions relating to support needs)
- Initial Screening and Diagnostics (assessment tool which may act as an identifier and/or catalyst for disclosure)
- Induction (discussion of the role of Supported Learning)
- Progress Reviews (monitoring of attendance, progress and achievement and opportunity to discuss these issues and any yet to be identified support needs)
- Examination arrangements

