

CCOAS Disability and Discrimination Policy

Central College of Animal Studies recognises its responsibilities to staff and students in respect of provisions covering disability discrimination.

Under the Equality Act 2010 CCOAS has a duty to ensure that no discrimination towards disabled staff and students arises.

The Equality Act 2010 outlaws disability discrimination in relation to:

- Recruitment
- Terms and conditions of employment
- Promotion, training, transfers and other benefits
- Dismissal or other detrimental treatment

Responsibilities

The Company Director has the responsibility to ensure that adequate resources are made available as required for this procedure.

The Health and Safety Officer is responsible for implementing this procedure and carrying out risk assessments for disabled staff or students.

Employees and students must read and understand this procedure and have a duty to observe the provisions of the Equality Act 2010.

Definitions

Disability is defined as a physical or mental impairment which has a substantial and long-term effect on the ability to carry out normal day to day activities.

‘Normal day to day activities’ are defined as things that people do on a regular or daily basis, such as reading, writing, using the telephone, having a conversation and travelling by public transport.

‘Long-term’ usually means the impairment should have lasted or be expected to last at least a year.

‘Substantial’ means not minor or trivial.

Discrimination occurs when for a reason relating to the disability, a disabled person is treated less favourably than a person to whom that reason does not apply, without justification.

Actions

Risk Assessments

A risk assessment will be carried out in the instance that a disabled employee is recruited or student is enrolled. Any reasonable adjustments that may be required will be made.

Staff Awareness

As required under Equality Act 2010 all staff will receive information and guidance on provision for disabled employees or students as and when they are employed or enrolled.

Resources

There are currently no employees or students which could be classified as disabled hence there are no current resources in place. All required provisions highlighted by a risk assessment will be made if this situation changes.

Examination Arrangements

Any students who require special arrangements or additional support during examinations must make this request to their Course Tutor who will make the necessary arrangements.

Widening participation

CCOAS is committed to equality of opportunity and strives to always work within current legislation requirements encouraging widening participation to access, achievement and progression of those groups often under-represented in further education. The Equality, Diversity and Inclusion Policy, Bullying and Harassment policy and the Student Admissions and Enrolment Policy should also be referred to.

Authorised by	Sol Indurain 	Role	Head of Quality and Improvement
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