



RETROFIT
ACADEMY CIC

Disability Discrimination Policy

September 2021

1. Introduction

The Retrofit Academy CID (TRA) is committed to ensure access to any individual wishing to participate in its learning courses or other TRA services irrespective of any accessibility barriers. This policy was drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and the Disability Act 2001 (SENDA) and Equality Act 2010.

2. Definition of Disability

Disability is defined by the Disability Discrimination Act 1995 (DDA) as: 'A person has a disability if he or she has physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities'.

3. Key Objectives

- To reduce and, where possible, eliminate barriers to accessing the curriculum and for learners to have full participation within the Retrofit Academy community, thus making 'reasonable adjustments' in matters of access, admission and education.
- To ensure that disabled pupils are not treated less favorably.

4. Principles

Compliance with the DDA is consistent with TRA's aims and Equal Opportunities Policy. TRA recognises its duty under the DDA (as amended by the SENDA).

- Not to discriminate against disabled learners in their admissions and provision of education and associated services.
- Not to treat disabled people less favourably.
- To take reasonable steps to avoid putting disabled learners at a substantial disadvantage.
- To publish an Accessibility Plan.

3. Responsibilities

TRA recognises that it is against the law for an education provider to treat disabled learners unfavorably. This includes:

- Direct discrimination, for example refusing admission to a learner or excluding them because of disability.
- Indirect discrimination, for example only providing application forms in one format that may not be accessible.
- Discrimination arising from a disability, for example a disabled learner is prevented from going outside at break time because it takes too long to get there.
- Harassment, for example a teacher shouts at a disabled learner for not paying attention when the learner's disability stops them from easily concentrating.
- Victimisation, for example suspending a disabled student because they've complained about harassment.

4. Reasonable adjustments

An education provider has a duty to make 'reasonable adjustments' to make sure disabled learners are not discriminated against. These changes could include providing extra support and aids (like specialist tutors or equipment).

TRA is not subject to the reasonable adjustment duty to make alterations to physical features, like adding ramps. They must make the buildings accessible for their disabled learners as part of their overall planning duties.

Every member of the TRA team is expected, and encouraged, to show consideration towards disabled colleagues, learners and any other person connected with the work of TRA, and to help implement this policy and related procedures. Discrimination on the grounds of disability will not be tolerated by TRA.

If you would like to feedback any views, please contact us via the details provided below.

Contact us

Anyone who would like to feedback on this strategy, or have any queries about its content, please contact us on:

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Related Policies

- Complaints policy
- Appeals policy and procedures.
- Any other policy that may give rise to disability discrimination.