

MANCHESTER INSTITUTE FOR PSYCHOTHERAPY

STUDENT DISABILITY POLICY

1. Introduction

MIP is firmly committed to offering an equality of education to all students. This policy considers the needs of students with disabilities and is to be read by all members, including students, trainers and staff.

The Disability Policy is intended to take account of individual needs and to guide staff and students with disabilities to find appropriate and practical solutions to problems that may arise.

MIP recognises its responsibility to make anticipatory and reasonable adjustments to all policies, procedures and provision of services, under the Disability Discrimination Act 2005 and subsequently the Equality Act 2010.

2. Definitions of Disability

The Disability Discrimination Act 2005 defines disability as "a physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities". If a person is unsure whether a particular difficulty would be considered a disability, they are welcome to discuss this in confidence with their trainer or the Director of MIP.

The Quality and Ethics Committee is charged by MIP to make policy recommendations regarding the needs of members with a disability.

3. Pre-application Information for Students

Students with a mobility difficulty are strongly advised to visit MIP to discuss their requirements in detail with the Principal Director before submitting their application. There are some areas at MIP which might not be accessible to students due to certain structural limitations of the building.

4. Student Admissions

Offers of places to study at MIP are made on academic merit.

Applicants who declare a disability on the application form will be contacted by the Principal Director to seek further information. This will enable MIP to put reasonable adjustments in place.

Tutors are expected to consult existing policies on specific disabilities and to seek advice from the Principal Director whenever there is a concern about the impact of a disability on a student's performance.

5. Emergency Egress

It is the responsibility of the Principal Director for an individual emergency evacuation plan to be completed for all students. This plan is most likely to be for students with restricted mobility or sensory impairments.

6. Changes to Disability Status

If a student's mobility or sensory perception becomes impaired while enrolled at MIP, they are required to contact their Primary Course Tutor to discuss their needs. Appropriate adjustments will be made where possible.

Students can seek confidential advice and support from their Primary Course Tutor.

7. Learning and Teaching

Students are expected to disclose their learning needs with their course tutor as and when they become apparent.

The Primary Course Tutor is responsible for adapting course materials and ensuring reasonable adjustments are made to meet students' needs.

8. Staff Development and Dissemination of "Good Practice"

Disability Awareness and best practice sessions are provided as part of MIP's staff development programme.

This policy will be reviewed every 2 years.

Revised April 2022