



ACADEMY
Online Learning Ltd

Disability and Discrimination Policy

Version 1.2

Edition Date: November 2023

Next Review Date: November 2024

Academy Online Learning Ltd

November 2023

1.0 Introduction.....	3
2.0 Scope	3

1.0 Introduction

The main purpose of this statement is to ensure that AOLL complies with the DDA and to ensure that disabled people included within the definition of the equality Act are treated fairly and equally.

2.0 Scope

- 2.1 We aim not to harass or discriminate against disabled learners/staff/applicants by treating them less favourably than those who are not disabled.
- 2.2 AOLL will ensure that this policy covers all staff/learners and job applicants including those becoming disabled during their employment.
- 2.3 We will ensure AOLL does not discriminate against disabled people who fall under the definition of the Act and requires that they are treated fairly and equally as above.
- 2.4 We also aim to oppress all forms of disability discrimination within the centre.
- 2.5 We will ensure training and guidance to all relevant staff on the provision and requirements of the Disability Act to ensure that discrimination risks/attitudes are minimised and that staff are able to make all learners experience pleasurable at AOLL.
- 2.6 We are committed to making all reasonable adjustment as required by the Act so as to ensure that disabled people are able to use the services provided by AOLL. This is further covered in the Access to Fair Assessment Policy.
- 2.7 We will ensure that reasonable adjustments are in place to ensure that disabled learners and staff are not discriminated against. This is further covered in the Access to Fair Assessment Policy.