

Disability Discrimination Policy

RETURN TO LEARNING LTD is committed to ensuring that all learners' access equal opportunities and that learners with disabilities are supported alongside RETURN TO LEARNING LTD Access to Fair Assessment and Equality and Diversity policies, to achieve their potential throughout any of RETURN TO LEARNING LTD courses.

RETURN TO LEARNING LTD formally recognise The Equality Act 2010 and the clause which requires schools, colleges and universities to provide information for disabled persons. Whilst RETURN TO LEARNING LTD are a private education provider, we recognise our affiliation within the academic sector alongside these institutions and as a result, conduct ourselves alongside the manner in which all other public education providers are expected to approach provisions for any learner with any disability.

RETURN TO LEARNING LTD accepts applications from all prospective candidates who are then shortlisted based upon academic qualifications or relevant and suitable previous work experience.

RETURN TO LEARNING LTD do not make decisions about any prospective or enrolled learner based upon any disability.

RETURN TO LEARNING LTD will not request that students declare against their will any known disabilities which may impact their ability to engage with learning material. RETURN TO LEARNING LTD will ask that should a learner be comfortable doing so, that they declare any disabilities on the grounds that RETURN TO LEARNING LTD staff can make suitable adjustments to ensure that the learner is in no way disadvantaged. RETURN TO LEARNING LTD do not, and will not, force any declaration of disability from any learner and learners have the right to not disclose any disability should they choose not to.

If a learner requires adjustments to support their learning, then RETURN TO LEARNING LTD will make all reasonable adjustments to ensure that a learner is able to access and engage with learning material as further supported by RETURN TO LEARNING LTD Access to Fair Assessment Policy.

If a learner develops a disability during their enrolment with RETURN TO LEARNING LTD then all reasonable adjustments will be made to ensure as little disruption to their studies as possible, including but not exclusive to supporting learners with extensions to deadlines if required.

Reasonable adjustments include but are not exclusive to;

- Adjustment of learning materials to be more accessible
- Allowing periods of absence for treatment of rehabilitation
- Modifying assessments and/or assessment instructions/assignment briefs

The nature of all RETURN TO LEARNING LTD courses are that they are fully online and via distance learning. RETURN TO LEARNING LTD therefore expect that all applicants have access to a computer, laptop or word processor, and an internet connection which enables them to access the learning material which is hosted via Google Classrooms and submit assignments digitally. Whilst RETURN TO LEARNING LTD understand that this might disadvantage some potential applicants who do not have access to these provisions, we are

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currently unable to provide the full volume of course materials in an alternative manner. RETURN TO LEARNING LTD are committed to inclusivity and are working towards providing copies of the learning material in a number of additional formats, including braille, audio and in large font, to make the learning material as fully accessible as possible. RETURN TO LEARNING LTD are open to invitations of collaboration to achieve these goals and make all learning material accessible to wider audiences.