

GHANA CHRISTIAN UNIVERSITY COLLEGE

Disability Policy

2017

1.0 INTRODUCTION

GhanaCU's disability aims at providing a legal framework for persons with disabilities. This policy is to:

- Protect and promote the rights of students with disabilities.
- Ensure that all are treated equitably.
- Set out the University's commitment to disabled individuals.
- Offer students the opportunity to retain their independence and encourage them to gain maximum benefit from the whole student experience.

The extent of provision offered to disabled students includes both personal and academic, ranging from pre-enrolment information and advice and assessment of personal equipment and examination needs, to specialist study skills tuition.

At GhanaCU, people with disability have the right to participate

2.0 DISCRIMINATION AND NON-COMPLIANCE

2.1 All students are expected to treat disabled colleagues, staff and visitors with the same dignity and respect as their non-disabled counterparts.

2.2 Any form of harassment of a person with a disability on account of their impairment is unacceptable and is potentially unlawful. All students are required, by virtue of their registration, to become familiar with and understand the contents of the GhanaCU's Equal Opportunities Policy.

2.3 Any intentional breaches of the legislation on equal opportunities or of the GhanaCU's Policy may lead to disciplinary action.

3.0 ADMISSIONS FOR DISABLE

3.1 We welcome applications from students who have a disability or medical condition and are committed to promoting recruitment from the diverse communities we serve.

3.2 The aim of the recruitment process is to ensure that, support needs relating to a disability are separated from consideration of academic suitability.

3.3 Potential students, who apply to GhanaCU, would indicate their disability on their application and outline any support needs. Where appropriate, applicants are encouraged to visit the campus where they want to study to satisfy themselves that their needs can be met.

3.4 Applications from students who have the necessary academic qualifications are passed to the Disability Advice Team to make a provisional assessment of educational and related personal support needs.

3.5 Applicants may be invited to visit GhanaCU to discuss support requirements with the Disability Advice Team and a member of the relevant academic department responsible for their course of study. Based on these discussions, the Disability Advice Team makes recommendations relating to any support needs that can be met.

3.6 All information received from applicants is treated in a confidential manner however, with agreement, academic departments are provided with information about disabled students' needs in order to assist in resolving any difficulties which students may encounter with course work arising from practical, disability-related issues. This is particularly important when students are engaged on courses involving field trips, laboratory activities, etc. and to meet health and safety requirements including evacuation procedures.

4.0 SUPPORT PROVISION

4.1 Physical Access

The University will continue to implement a staged programme of works to improve physical access for people with disabilities. As part of this process, disabled toilet facilities will be factored in or upgraded according to the disability needs. Automatic doors will also be installed at the main entrances of the lecture theatres; disabled car parking provision will be built. Physical access to GhanaCU Campus will be periodically reviewed as part of GhanaCU's estates management strategy.

4.2 Accommodation

Adaptations will be made to suit individual requirements, such as rooms for personal care or installation of visual fire alarms and doorbells for deaf students.

5.0 STUDENT SUPPORT

5.1 At GhanaCU there is a Disability Advice Unit, its staff works closely with students in a variety of ways, helping them to solve problems relating to their personal, social, financial and academic concerns. The Disabilities Advice Team co-ordinates support provision for a range of needs; including support for dyslexia and assistance with arranging British Sign Language (BSL) signers and interpreters.

5.2 The Unit also provides advice and support to applicants and provides individual support to current students, liaising with a wide range of support and academic staff and identifying, and providing for, students' support needs including the provision of note takers.

5.3 Advice is offered on funding for personal care, academic support and purchase of specialist equipment.

5.4 The Unit will also periodically run a British Sign Language (BSL) course

6.0 QUALITY LEARNING RESOURCES

6.1 There are learning resources facilities at GhanaCU Campus. The site offers services and equipment intended to enable students with a range of disabilities.

6.2 Main library and IT facilities are available to students at GhanaCU campus. All student areas are independently accessible for wheelchair users and people with mobility problems. Staff can provide assistance with activities such as book retrieval and photocopying if required. Individual orientation sessions can be arranged to familiarize students with the library and IT facilities and instruction in the use of adaptive equipment and software, which will be installed.

7.0 EXAMINATIONS AND ASSESSMENT

7.1 Adjustments or additional support arrangements for formal examinations are permitted on the recommendation of the Disability Advice Team.

7.2 We are committed to ensuring that students who have a disability or medical condition, which could affect their performance in an examination, are able to demonstrate their ability in an examination setting while ensuring that they are not put at a disadvantage compared with other candidates.

7.3 Special examination needs are normally discussed as part of the initial assessment process. However, it is recognized that a disability or medical condition may arise or circumstances change at any time after enrolment and/or during a course of study.

7.4 It is the responsibility of the student to contact the Disability Advice Team for an examination assessment within published deadlines. Supportive evidence such as a medical report or diagnostic assessment must be provided.

8.0 GRADUATION REQUIREMENT

8.1 In GhanaCU, able student who optionally take a course in Braille or Sign Language (British or American) will be taught for a fee. This is to ensure easy communication between able and Disable students as well as creating a friendly environment.

8.2 All able students who take this course will be exempted from taking a foreign language which is a requirement for graduation at GhanaCU.

9.0 MONITORING

9.1 The Disability Advisory Group is a subgroup of the Disability Advice Unit, which reports to the Academic Board. A member of the Senior Management Team and the Director of Learning Resources chairs the Group.

9.2 Membership comprises the Disabilities Advisor, Head of Pastoral Care and Welfare, Head of Learning Support, Training and Development Officer, a Students' Union Representative, academic staff nominee, a nominee from Facilities and a disabled student.

9.3 Additional members from GhanaCU community are co-opted as necessary to provide expertise and inform decision making.

9.4 The purpose Monitoring:

9.4.1 To monitor provision, receive reports, advise on compliance with legislation, GhanaCU policies, and strategies related to students with disabilities on campus.

9.4.2 To consider and promote best practices in relation to admission of disabled students and academic and administrative provision for disabled students.

9.4.3 To consider GhanaCU's response to initiatives and advice from external bodies, including Government agencies, the Disability Commission etc.

9.4.4 To liaise with Facilities/Estates on matters relating to disability, including physical access to buildings and facilities

9.4.5 To compile an annual report for consideration by the Student Equalities Committee, including statistical information on student disability, as well as such ad hoc reports as might be required from time to time