



Student Equality and Disability Statement

1. Equality

The European School of Osteopathy (ESO) is committed to treating all students fairly. We do not discriminate on grounds of gender, marital status, race, national origin, ethnic origin, religion, age, sexual orientation, disability, colour, or nationality and we welcome students from a variety of backgrounds. The School believes that equality of opportunity is key in achieving its mission in providing high quality undergraduate and postgraduate education, clinical care to the community and osteopathic research.

The School recognises its responsibilities to provide guidance and training for both students and staff. The School will take steps to encourage staff, students and visitors to:

- Treat others with respect at all times
- Actively discourage discriminatory behaviour or practise
- Participate in training and learning opportunities that would enable them to adopt good practice

The School will raise awareness of this statement and its supporting policies to staff and students. It will operate a fair, open and transparent procedure for the recruitment of students and provide fair and transparent procedures for student assessment, progression and attainment of awards.

Students have a responsibility to treat all members of the School's community with dignity and respect their rights and beliefs. They should also respond positively to individual differences. This applies to all forms of communication, verbal and non-verbal and includes the Learning Zone. Students are encouraged to challenge or report incidents of discrimination, harassment and bullying.

If you have any specific needs, please speak to the Admissions Department as early as possible, The Student Welfare Officer will contact you to discuss your requirements so appropriate arrangements can be made.

2. Disability

All public authorities, including higher education institutions, have a duty to promote disability equality throughout the organisation. These duties cover recruitment, retention and progression of disabled students, as well as making welcome other members of the community who may use the ESO.

A person with a disability is defined by the Disability Discrimination Act (DDA) as “someone with a physical or mental impairment that has a substantial and long term impact on their ability to carry out day-to-day activities.”

It is important to remember that “disability” covers many areas including long-term illness, specific learning disabilities (such as dyslexia), visual impairment and mental health difficulties. It includes people with cancer, HIV, multiple sclerosis, heart conditions or a significant mobility difficulty. It also covers those with hidden disabilities, such as diabetes, epilepsy, dyslexia and other learning difficulties.

The legislation sets out general and specific duties. The general duty is that the education facility must work to eliminate unlawful discrimination and promote equal opportunities for disabled people. The School must also promote positive attitudes shown by ESO staff and the wider academic faculty to encourage the participation of disabled people in the life of the School.

The School needs to be notified if you have any issues or concerns relating to your disability and you are advised to inform the Student Welfare Officer as soon as you identify a concern. The Student Welfare Officer will co-ordinate with the other departments within the School to identify any additional support and resources available to you. The School is willing to support you where appropriate, to enable you to achieve full potential within your studies and become a practising osteopath.

All students who have identified on their UCAS form that they have a learning disability, such as dyslexia, will need to provide a certificate/documentation to the Student Welfare Officer. Specific requirements for written and practical assessments will be discussed and agreed with you. Please remember that reasonable adjustments can be made to the exam but you will still be required to meet the learning outcomes and assessment criteria. The Student Welfare Officer will confirm the agreed arrangements with the Academic Registrar.

All new students will, during their induction to the School, complete a dyslexia screening. The results of this screening are kept confidential and the Student Welfare Officer will contact students that are identified or borderline for further support and testing. The School has a dyslexia tutor who works on a one-to-one basis with the students to support them with their study skills and assessment preparation. The dyslexia tutor is at Boxley House on Mondays 16.00-19.00 (term time only)

The Student Welfare Officer is also able to advise you on applying for the Disabled Students Allowance (DSA) and is therefore able to ensure that your needs are identified and met by the School.

To ensure that we are able to provide the best level of support, students with disabilities are asked to meet with the Student Welfare Officer on a regular basis to ensure that the supportive measures put in place are working. We are aware that your needs may change over time.

Please be assured that confidentiality is maintained at all times, for all students. If the Student Welfare Officer considers that other members of the School’s faculty and/or staff need to be made aware of your particular situation, your consent will be gained before details are disseminated to the relevant person.

2.1: Specific details on exams (practical exams, written exams and coursework):

2.2: Practical and Written Exams:

Students who are dyslexic and able to provide the relevant documentation are entitled to extra time, normally 25%, during practical (under consultation and agreement with the Student Welfare Officer) and written exams. For the written exams, if appropriate, coloured paper can be provided and the scripts are discreetly identified as a candidate with learning difficulties. The exam paper format/presentation can be modified to accommodate the specific needs of the students. This must be agreed by the Student Welfare Officer and Academic Registrar by the end of the first term of the academic year. Student's needs with regards to exams are reviewed, with the Academic Registrar, each year because the mode of assessment might change and the student's requirements.

For students with long-term illnesses, special arrangements can be made if rest breaks are required. Normally, no additional time is allowed for this beyond the extra 25% provided, but this can be reviewed on a case by case basis.

For students with disabilities, discrete seating or individual rooms is available. Invigilators are discreetly informed of a student's specific requirement and are required to keep the information confidential.

2.3: Coursework:

Normally, students with learning disabilities do not get extra time for coursework. The coursework assessment outlines are published, on the Learning Zone, well in advance of the submission date. This provides you with sufficient time to complete the coursework and consult your dyslexia tutor prior to submission. However, should the need arise, due to personal circumstances, you can apply for an extension. The application will be considered along with the supporting evidence.

The special demands of this highly "hands-on" clinical course have to be considered. There is a Student Code of Conduct and Fitness to Practise Policy that applies to all students. These documents are on the ESO Learning Zone > Student News & Information (<http://www.eso-learningzone.co.uk/course/view.php?id=123>). As a student of the University of Greenwich, you are able to access their Equal Opportunities Policy which is available on their website. (<http://www.gre.ac.uk/governance/policy/equal-opportunitiesstatement>)

The ESO prides itself on its friendly, supportive, yet professional atmosphere. All our members of staff and faculty are approachable. Students with welfare issues should refer to the Student Handbook (page 6) or contact the Student Welfare Officer. The School is aware that students have other responsibilities outside of the ESO that may or may not affect your ability to study. The School strives to provide appropriate supportive measures to help you full fill your goal of being successful in the M.Ost and becoming an osteopath. If you have any concerns, please contact the Student Welfare Officer.

3. Review of Student Equality and Disability Statement:

To ensure that this statement remains current with government legislation and the changes within osteopathic education, and the wider field of higher education, it will be reviewed on an annual basis by the Disability Committee or as legislation changes.

4. Useful Contact Details:

Role	Name	Telephone	Email	Location
Student Welfare Officer	Jacqui White	01622 671558 Ext: 222	jacquiwhite@eso.ac.uk	Boxley House
Academic Registrar	Erica Bell	01622 671558 Ext: 238	ericabell@eso.ac.uk	Boxley House
Head of Quality and Learning	Bex Morrison	01622 671558 Ext: 228	rebeccamorrison@eso.ac.uk	Boxley House

5. Useful links

Alcoholics anonymous: www.alcoholics-anonymous.org.uk

British Dyslexia Association: www.bdadyslexia.org.uk

Cancer: www.macmillan.org.uk

Eating Disorders: www.b-eat.co.uk

Epilepsy: www.epilepsysociety.org.uk

General Health enquiries: www.nhsdirect.nhs.uk

Meningitis: www.meningitis.org.uk

Mental Health advice: www.maidstone-mind.org

Self-Injury: www.lifesigns.org.uk

STDs & contraception advice: www.brook.org.uk

6. Summary

- 6.1. Faculty, students and visitors are expected to treat others with respect at all times; actively discourage discriminatory behaviour or practise and participate in training delivered to enable you to adopt good practice in this area of equality
- 6.2. All new students are screened for dyslexia
- 6.3. Student Welfare Officer will contact any student who is identified as borderline for further testing and/or support.
- 6.4. Students who have identified on their UCAS form that they have learning disabilities will to meet with the Student Welfare Officer and provide a certificate/documentation
- 6.5. Students with learning disabilities will meet with the Student Welfare Officer and discuss specific requirements for practical and written assessments.
- 6.6. The Student Welfare Officer will confirm the agreed arrangements with the Academic Registrar

- 6.7. The arrangements for exams are reviewed annually with Academic Registrar and Student Welfare Officer
- 6.8. The Dyslexia Tutor is on site Monday's (16.00-19.00) and appointments are booked through the Student Welfare Officer.
- 6.9. The Student Welfare Officer is able to offer academic study skills advise to all students.

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