

DISABILITY DISCRIMINATION STATEMENT 2023-24

Person responsible for ensuring that this policy is implemented and reviewed in line the review dates below: Head of Programmes Quality Director Quality Improvement Team	Job Role: Head of Programmes
Policy created: 26 July 2006 Date of last review July 2023	Next Review date: July 2024

DISABILITY DISCRIMINATION STATEMENT

MI ComputSolutions (t/a) MI Skills Development Centre

The aim of the statement is to ensure that no person receives less favourable treatment on the grounds of them suffering from a disability whilst in employment with or learning activities funded by the MI Skills Development Centre (MISDC).

MISDC will adhere to the principles of the Equality Act 2010 (superseded the Disability Discrimination Act 1995) regarding its employment responsibilities and raison d'être.

Therefore, MISDC will ensure the following:

- Not to treat a person suffering from a disability less favourably for any reason relating to their disability.
- Provide reasonable adjustments for a person suffering from disabilities who are employees and/or members using MISDC facilities where possible.
- All partners funded by the Organisation provide a non-discriminatory learning environment and comply with the principles of the Equality Act 2010.
- All MISDC services e.g. IAG is fair and impartial

MISDC recognise the wide definition of a person suffering from a disability covered by the act and strives to provide an environment, which, both encourages, people with disabilities to reach their potential in work, training, and learning.

Discrimination is deemed to have occurred when:

- A person suffering from a disability is treated less favourably than someone else
- The treatment is for a reason relating to the disability and that treatment cannot be justified
- There is failure to make reasonable adjustment and that failure cannot be justified

Disability discrimination will be included both internally at MISDC and by its subcontracted providers, as part of the induction on diversity and equal opportunities, for all learners, staff, and training for staff in disability issues will be offered as appropriate. In this way, we will be actively promoting Disability Equality.

All MISDC evaluation forms will offer a person suffering from a disability the opportunity to comment on the facilities available to them.

MISDC will act on the feedback given pertaining to issues relating to the needs or discrimination of a person suffering from a disability. Furthermore, based on constructive feedback, MISDC will make reasonable adjustments where possible and ensure that any such adjustments are included as a requirement by subcontractors.

MISDC complete an audit of the facilities and materials available to support the needs of any person suffering from a disability using premises and services offered by subcontractors before contracts are agreed as well as its own premises. This statement is to be reviewed in concert with the organisations other management policies and procedures as part of its quality assurance processes.