

GOC guidance statement to educational and training establishments: students with a disability

The GOC expects training or educational establishments to comply with the Disability Discrimination Act 1995 and to take positive steps to encourage and facilitate the uptake of courses by disabled students.

The duty under the Act to make 'reasonable adjustments' requires that you find out how you can adapt your courses to meet the needs of students with disabilities. The duty is only to make 'reasonable adjustments' such that you do not have to make every adjustment that a student asks for. You cannot however claim that an adjustment is unreasonable only because it is expensive or inconvenient. You should not moreover take into account your own view as to whether the student is likely to be able to obtain employment at the end of the course, as this is likely to be discriminatory.

Whether or not an adjustment is reasonable will depend on many factors, including:

- the cost of the adjustment (you should, in most cases, obtain costings)
- the effect of the adjustment.

Consideration of the effect of the adjustment will include whether the student will be able, with the adjustment, to meet the GOC's competencies. If you are unsure about this point, you should liaise with the College or ABDO.

In the event that you are minded to refuse an adjustment because in your view the student would not meet the GOC competencies, it is recommended that you contact the GOC. The GOC will, in these circumstances, consider whether the competency or competencies in question are potentially discriminatory. The GOC's role will be restricted to consideration of this question. Even if the GOC takes the view that a particular competency is not discriminatory, it will remain the responsibility of the training or educational establishment to decide whether it is reasonable to make the adjustment in question.

Amended and approved by Registration Committee, 16/09/09