

# **DISABILITY DISCLOSURE AND CONFIDENTIALITY POLICY**

"The College of West Anglia is committed to providing a safe, supportive and inclusive environment for all students in its care and all staff in its employment. For the College to be able to provide the right support in the right place and at the right time students and staff of the College are encouraged to disclose any disability they may have, in a timely fashion. This will enable the College to make appropriate adjustments to meet their individual requirements. The College will provide appropriate opportunities to disclose information to relevant staff, whilst respecting and preserving confidentiality. Disclosure of a disability will be dealt with sensitively, enabling students and staff to feel in control of the information disclosed.

Processes and procedures for dealing with disability disclosure and confidentiality issues will be based on The Single Equality Act 2010. Staff and students need to be clear that if no explicit consent to disclosure is provided this may nevertheless lead to follow up action in cases where other legislation overrides this policy, for example Health and Safety considerations."

**Custodian:** Andrew Gedge

*Last date reviewed:* 14 July 2016