

FreeSchools World Literacy

Disability Discrimination Policy April 2011

Working with people with a disability.

(Reference: Disability Discrimination Act (DDA) 1992)

FreeSchools World Literacy gives students with disability the same rights as other students. All students, including students with disability, should be treated with dignity and enjoy the benefits of education and training in a supportive environment which values and encourages participation by all students. This includes the right to comparable access, services and facilities, and the right to participate in education and training without discrimination. Such rights are not merely formal. FreeSchools World Literacy has a positive obligation to make changes to reasonably accommodate the needs of a student with disability.

FreeSchools World Literacy must also address harassment and victimisation of a student with disability. All schools are obliged to put in place strategies and programs to prevent harassment and victimisation. They must ensure that staff and students know not to harass or victimise students with disability, or students who have associates with disability. All schools must take reasonable steps to ensure that staff and students know what to do if harassment or victimisation occurs.

FreeSchools World Literacy must make 'reasonable adjustments' to accommodate a student with disability. An adjustment is a measure or action taken to assist a student with disability to participate in education and training on the same basis as other students. An adjustment is reasonable if it does this while taking into account the student's learning needs and balancing the interests of all parties affected, including those of the student with disability, the education provider, staff and other students. In determining whether an adjustment is reasonable, all schools should take into account information about:

- the nature of the student's disability
- his or her preferred adjustment
- any adjustments that have been provided previously
- any recommended or alternative adjustments.

This information might come from the student, an associate of the student, independent experts, or a combination of these people.

All schools should ensure that the student, or an associate of the student, has timely information about the processes for determining whether the proposed adjustment would cause unjustifiable hardship to the provider. The provider should also ensure that these processes maintain the dignity, respect, privacy and confidentiality of the student and the associates of the student, consistent with the rights of the rest of the community.

Costs associated with working with people with a disability.

FreeSchools World Literacy may consider all likely costs and benefits, both direct and indirect, for the provider, the student and any associates of the student, and any other persons in the learning or wider community, including:

- costs associated with additional staffing, providing special resources or modifying the curriculum
- costs resulting from the student's participation in the learning environment, including any adverse impact on learning and social outcomes for the student, other students and teachers
- benefits of the student's participation in the learning environment, including positive learning and social outcomes for the student, other students and teachers, and
- any financial incentives, such as subsidies or grants, available to the provider if the student participates.