



# Policy on Disability

The London School of Economics and Political Science is committed to complying with the disability provisions of the Equality Act 2010 and the preceding legislation including the Special Educational Needs and Disability Act 2001 (SENDA) by:

- Maximising accessibility to the School's services and activities for disabled staff, students, alumni, visitors, prospective staff and students, and taking all steps to ensure that no-one is treated less favourably on the ground of disability.
- Developing a culture of inclusion and diversity which celebrates disability as an equally valued diversity strand and in which people feel motivated and confident to disclose a disability, with a view to negotiating access requirements in order to promote equal participation in the School's services and activities. In adherence to the Data Protection Act 1998 (DPA 1998), such information shall be passed on only with consent and where there is a legitimate reason to do so.
- Reviewing, monitoring and revising, as appropriate, all School systems, procedures, facilities, services and buildings in compliance with the Equality Act 2010 and the SENDA 2001 in addition to the Human Rights Act 1998 (HRA 1998), which includes the right not be denied access to education.
- Creating, maintaining and disseminating information about services and facilities available for disabled staff, students, alumni, visitors and prospective staff and students

For the purpose of this policy, the term 'disability' has the same meaning as that given in the Equality Act 2010 and SENDA 2001: "a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities".

In recognition of evolving case law, this includes, but is not limited to: sensory impairments, learning disabilities, mental illness, clinically recognised severe disfigurements, cancer, HIV/Aids, progressive conditions even at an early stage, conditions which are characterised by a number of cumulative effects such as pain or fatigue and a past history of disability.

While understanding the Medical Model nature of the definition used in The Equality Act 2012, LSE recognises the Social Model of Disability and is therefore committed to addressing disabling barriers to participation which are frequently external to individuals identified with impairments.

**Review schedule**

Review interval	Next review due by	Next review start

**Version history**

Version	Date	Approved by	Notes

**Links**

Reference	Link

**Contacts**

Position	Name	Email	Notes

**Communications and Training**

Will this document be publicised through Internal Communications?	<b>Yes/ No</b>
Will training needs arise from this policy	<b>Yes/ No</b>
If Yes, please give details	