

## Support for disabled apprentices policy

DHA is committed to providing an inclusive learning environment that is free from discrimination for all apprentices. This includes providing the support necessary for all disabled learners from the point of DHA receiving an apprenticeship referral form through to the apprentice being able to fully participate in their apprenticeship programme.

Apprentices should also refer to the Equality and Diversity policy any any policies relevant to disabled staff members at their place of work.

### Definition of disability

For the purposes of the Equality Act 2010, a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Disability can include a wide range of issues and conditions. This could be one or a combination of the following examples below: The list is not exhaustive

- Learning difficulty (e.g. dyslexia)
- Deafness and hearing loss
- Visual impairment
- Mental health illnesses
- Mobility issues
- Condition that is not visible

If an apprentice feels that they have a condition that is affecting their ability to study effectively, they should discuss this with their Trainer will discuss the needs of the apprentice and put the required support and/or reasonable adjustments in place.

Apprentices have an opportunity to let the DHA Team know that they are disabled or about any support needs as part of their Pre Join application, induction or during their apprenticeship programme. We strongly encourage apprentices to inform us and their employers of any disabilities or conditions so that we can put the required support and/or reasonable adjustments in place at the start of their apprenticeship journey.

Apprentices have the right not to disclose a disability or to request that the existence or nature of their disability be treated as strictly confidential and therefore not shared with relevant staff across DHA.

DHA will manage the process of information sharing and will treat all personal data in accordance with the GDPR policy. Access to disability-related information will be provided to relevant parties only, in order for reasonable adjustments to be implemented.