

Hidden Disability POLICY

Title:	Hidden Disability	Date of Group Chat:	21/04/2021
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Union Notes:

- It is estimated that 1 in 10 people have an invisible disability including physical, mental and learning difficulties.
- The Covid-19 Pandemic has drastically altered the modes and styles that students are able to study and take part in events in
- The University's Disability Support Service offers support for student reasonable adjustments, however this is not always widely shared with university staff and lecturers.
- The Union has an inclusion fund which aim is to remove barriers to participation and engagement with Students' Union activity for any students who may incur extra costs in order to take part: <https://www.angliastudent.com/advice/inclusivity/fund/>
- . The 'Barriers to Inclusiveness' section of the ARUaccessible campaign highlighted that students with hidden disabilities face many barriers to education throughout university.
- The Union have a current policy on Hidden disabilities stating: "We are aiming to both raise awareness and further support staff and students at ARU with hidden and invisible disabilities. The Union will continue to lobby the university to provide more support to these students whilst ensuring widespread awareness within Union staff and activities to ensure students are not at a disadvantage."

Union Believes:

- All students with hidden disabilities should receive the support they require without having to ensure additional stress of disclosing a disability repeatedly.
- Every student should feel that they can openly disclose a disability to both Students' Union and University staff and fellow students, if they so choose.
- All Students' Union and University events should be accessible for students with hidden disabilities.
- We believe the university should ensure lecturers check reasonable adjustments for students whom they teach.
- No student should be disadvantaged due to having a hidden disability.
- All academic material should be accessible for everyone and uploaded in a timely manner.
- Students should be provided with all software and other resources they need to succeed in education.

Union Resolves:

- To continue to lobby the university to raise awareness of hidden disabilities within both academic and support staff and students on campus.
- To work with the university for the wider implementation of the Sunflower Lanyard scheme following our trial in order to raise awareness of hidden disability on campus, including training for staff to ensure awareness of the scheme is widespread.
- To lobby the university to provide reasonable adjustments that suit the needs of students and ensure these are effectively communicated to lecturers.
- To explore providing hidden disability awareness and inclusivity training for all staff within the Students' Union and wider University staff.
- To lobby the university to provide more support for students with hidden disabilities, including support with personal development and seeking future employment.
- To lobby the university to ensure all academic and lecture material meets the accessibility guidelines and are uploaded to Canvas 48 hours in advance consistently across all faculties
- To lobby the university to ensure all communications to students is presented in an accessible format.
- To advocate to ensure all lecture rooms are equipped with the technology needed to support students with a hidden disability i.e. hearing loops and lecture/audio capture and visual aids
- To continue to be an accessible and reactive union for students

Policy Summary:

This policy outlines how individuals with Hidden disabilities are impacted along their journey and provides beliefs and methods of mitigating those challenges.

Please e-mail to Rachel Wilkenson, Democracy Coordinator at r.wilkenson@angliastudent.com