

Policy Owner:	Principal
Contact Officer:	Deputy Principal
Approved by:	Management Board
Date Approved:	30 th April 2011
Last Reviewed:	NA
Related Policies:	Access & Equity Harrasment & Discrimination

1. Overview

- 1.1. The purpose of this policy is to ensure that students with a disability and/or medical condition ('disability') receive reasonable adjustments and support that is appropriate to their disability.
- 1.2. This policy has been developed in accordance with the Disability Access and Inclusion Plan (DAIP) 2007 - 2011, WA Disability Services Act 1993, Commonwealth Disability Standards for Education (2005), Commonwealth Disability Discrimination Act (1992), Australian Quality Training Framework (2005) and consistent with standards and codes developed for higher education institutions in Australia.

2. Policy Principles

- 2.1. Phoenix Academy is committed to creating a teaching and learning environment which promotes dignity, acknowledges the right to privacy and confidentiality, and promotes an awareness of the needs and rights of students with disabilities.

2.2. Policy Content

- 2.2.1. Students and staff with disabilities should be able to access and negotiate the campus in safety and with ease.
- 2.2.2. Students and staff are required to provide documentation of an assessment from a medical or recognised professional specialist (**refer 5.1.1**). This should include confirmation of the disability and recommendations on the type of special needs required.
- 2.2.3. Students with disabilities will not be advantaged or disadvantaged compared to other students not receiving disability support services.
- 2.2.4. Staff with disabilities will have the same terms and conditions of employment as persons without a disability.
- 2.2.5. Staff with disabilities will have equal opportunities for promotion and career development. The college will provide appropriate assistance for staff with a disability to attend approved work activities

3. Administrative procedures

- 3.1. **Medical Documentation for Students with Disabilities and/or Medical Conditions**

3.1.1. Appropriate medical documents are required by the Academy in order to provide reasonable adjustments for a student with a disability. The Academy will accept documentation from the following:

- A qualified health service provider;
- Medical Specialist;
- Psychologist;
- Occupational therapist/Physiotherapist;
- Speech pathologist;
- Social worker/s;
- Optometrists; and
- Audiologist.

Note: Medical 'certificates' are not generally accepted as appropriate documentation

3.1.2. Documentation of specific learning disabilities to be provided by a psychologist.

3.1.3. Documentation is not acceptable if it is more than three years old.
