



The College of
Animal Welfare

Disability and Neurodiversity Policy

November 2023

CAW Neurodiversity Pledge 2020

“We understand the many challenges faced by our neurodivergent learners and we are committed to making The College of Animal Welfare a safe, empathetic and fully-inclusive learning environment.”

The College recognises that neurodivergent and disabled students are an integral part of our academic community. Accessible and appropriate provision is a core element of the overall service we provide and we positively welcome applications from anyone with a disability or neurodiverse condition. We have developed a considered, student-centred and flexible approach to all learner needs.

Our staff are committed to removing barriers to access and to providing a truly inclusive and equitable learning environment that fosters a quality experience. We look forward to welcoming you at one of our state-of-the-art centres.

How do I find out about the courses on offer at each centre?

You can visit our website at www.caw.ac.uk or call us on 01480 422060.

Will my disability prevent me from getting to the classroom?

Each of our five centres have lecture rooms and toilet facilities that are accessible to all. The centre you attend will seek to re-locate classes if access becomes difficult for you.

What advice and support are available?

- Dedicated team of friendly and professional specialist staff.
- Loan equipment service including laptops and digital recorders.
- Support with Disabled Students Allowance (DSA) applications.
- Specialist support offering advice and training with assistive technologies.
- A user friendly and transparent complaints procedure.
- E-library facilities.

Disclosure

You do not have to disclose your disability to the College, however please carefully consider the advantages of doing so. When you disclose a disability or neurodivergent condition, the College will do all that it can to identify and arrange appropriate support to meet your individual needs.

Confidential Support

We offer confidential support to all current and prospective students. You do not need to register with us in order to speak to one of our advisers in confidence. You are however encouraged to register so that we can help you to identify the most appropriate support for your individual needs. We can also arrange for that support to be implemented as soon as possible, including the provision of all reasonable adjustments.

Learning Support Team

Our dedicated Learning Support Team work across our programmes to support all students, including those with additional needs. Support may involve:

- Support for neurodivergent students in all aspects of their studies
- Help with motivation
- Time management and planning
- Help with the academic aspects of your course, such as essay structure, research, writing and revision techniques
- Advice and support with learning strategies
- Managing expectations about appropriate levels of study
- Coping skills and confidence building
- Mental health self-help and self-management skills
- Identifying stressors
- A level of emotional support to help you engage with the learning and social aspects of life as a CAW student

Our Learning Support Assistants (LSAs) will help you to develop as an independent learner and maintain the necessary focus on your academic progress and wider life skills. These are beneficial not only during your time at CAW, but also in the workplace and out in your local community. LSAs do not provide 'subject specific' support, but can enable you to develop your own academic study methods. For example, a LSA will not teach you the core elements of your course content but will work with you on ways to structure your assignments, proofread your writing and plan your time effectively.

How can I contact a Learning Support Assistant?

You can email the team at learningsupport@caw.ac.uk.

Policy reviewed: November 2023

Next due for review: November 2024