

**BIMM  
UNIVERSITY**

A university  
for the creative  
industries

## **Student Disability Policy**

Last approved:

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Approved by:

Student Experience Committee

Next review due:

August 2029

## 1. Overview and purpose

This policy explains how BIMM University supports disabled students.

We are committed to making our campuses inclusive, safe, and supportive for all students, from application to graduation.

The policy sets out how we meet our legal duties under the:

- Equality Act 2010 (UK)
- Equal Status Act 2000 (Ireland)
- General Equal Treatment Act 2006 (Germany)

It supports our [Student Equal Opportunities & Diversity Policy](#) and our [Wellbeing Strategy](#), which aim to give every student the chance to succeed and feel part of the university community.

## 2. Scope

This policy applies to all BIMM University campuses. It covers any prospective or current student who may need support or reasonable adjustments due to a disability or long-term condition, as defined below.

## 3. Definitions

### a) What is a Disability?

Because we operate in the UK, Ireland, and Germany, we follow the legal definitions used in each country.

#### **UK (Equality Act 2010):**

A disability is a physical or mental condition that has a long-term and substantial impact on day-to-day life. 'Long-term' means it has lasted or is expected to last 12 months or more. 'Substantial' means more than minor or trivial.

#### **Germany (General Equal Treatment Act 2006):**

A person is considered disabled if their physical or mental health differs significantly from typical levels for more than six months and this affects their ability to participate in society.

#### **Ireland (Equal Status Act 2000):**

Disability includes:

- Partial or total absence of physical or mental function
- Illness or disease likely to be long-term
- Conditions that affect learning or behaviour
- Any condition that affects thought, emotions, or perception

The law in all three countries requires education providers to take reasonable steps to meet the needs of disabled students.

**Examples of disabilities include:**

- Long-term health conditions (e.g. diabetes, HIV, cancer)
- Mobility or sensory impairments
- Mental health conditions (e.g. anxiety, depression, bipolar disorder)
- Autism spectrum conditions
- Specific learning differences (e.g. dyslexia, dyspraxia)

We recognise that disability is personal. Our Student Wellbeing team can help you explore what support is available and whether you may be considered disabled under the law.

We also recognise that many disabilities are non-visible. We are committed to challenging stigma and increasing understanding through awareness-raising activities and inclusive culture.

**b) What is a Reasonable Adjustment?**

A reasonable adjustment is a change we make to remove or reduce barriers that disabled students face. This could be a change to a process, physical space, teaching method, or assessment.

Examples might include:

- Giving extra time for assessments
- Providing lecture slides in advance
- Changing the layout of a room
- Offering specialist equipment or software

**4. Policy Statement**

We aim to make sure all students have equal access to university life, including teaching, learning, and extracurricular activities.

We follow the Social Model of Disability, which focuses on removing the barriers that disabled people face, rather than focusing on the disability itself. Our goal is to create an inclusive learning environment where fewer individual adjustments are needed.

We do this by:

- Making sure our policies and services are inclusive by design
- Removing physical barriers wherever possible
- Expecting all teaching staff to implement inclusive practices proactively, such as providing learning materials in advance. These practices support all learners and reduce reliance on individual adjustments.

Sometimes, individual adjustments are still needed. In these cases, we will make reasonable changes based on each student's needs.

## 5. General Principles of Support

We want you to feel confident and supported in telling us about a disability or long-term condition.

Each campus has a **Student Wellbeing team**, which includes a Learning Support Co-ordinator and (in some cases) Learning Support Advisors. They can offer:

- Advice on reasonable adjustments and disability support
- Guidance on additional funding (e.g. Disabled Students' Allowance in the UK)
- Free screening for specific learning differences
- Help arranging a diagnostic assessment
- Liaison with academic and admin staff to put adjustments in place

If needed, we'll create an **Individual Support Plan (ISP)** with you. This outlines your agreed reasonable adjustments and how we will support you, based on your needs. It is shared securely with relevant staff, such as your lecturers, so they know what support you need. This means you don't have to keep explaining your situation.

Further information can be found in the Reasonable Adjustments Policy and Procedure. (Note that this does not apply to students on the Commercial Modern Music Programme at BIMM Dublin who can register for support with the Disability Support Service (DSS) in TU Dublin. The DSS decides what accommodations will be put in place for exams and any recommended assistive technologies. Students seeking to register with the DSS must provide evidence of an official diagnosis.)

We usually ask for medical or diagnostic evidence where possible, but we understand this may not always be available. We can still offer support based on your experiences and professional judgment from our team.

### **We will usually make adjustments if:**

- They reduce or remove the barriers you face
- They do not compromise academic standards
- They are practical and safe for everyone
- They are affordable for the university

If you tell us you have a disability or long-term condition, we will:

- Treat your application the same as anyone else's
- Offer reasonable adjustments to help remove and reduce disadvantages as the result of disabilities or learning differences.
- Give you a chance to discuss your needs
- Share your support plan with relevant staff (with your consent)

- Help in accessing additional academic support and refer to external services where needed
- Aim to make all campus spaces accessible. (The University is working hard to improve access and facilities for all disabled students, staff and visitors. At present most, but not all buildings have step-free access. When access is limited, the University will endeavour to arrange for classes and tutorials to be undertaken within accessible spaces wherever possible.)
- If required, create plans for emergency evacuation (**Personal Emergency Evacuation Plan (PEEP)**) in collaboration with our Campus and Technical Team to ensure your safety on campus.

We are committed to ensuring that all communications are clear, accessible and relevant and that support services are visible from application through to graduation.

## 6. Confidentiality

You have the right to keep your disability confidential. If you ask us not to share information, we will respect your decision - but this may limit what adjustments we can offer.

If you tell any staff member about a disability, and it's the first time you've disclosed it, they are expected to pass that information to Learning Support (with your consent) so you can be offered support. You can choose whether to accept support or not (see Disability Disclosure Guidelines and Form).

If you take part in placements or internships or other professional learning opportunities, we may share relevant information with the host organisation - with your permission - to make sure you're supported.

For more information on how we manage personal data, see [our Privacy Notice \(available on our website\)](#).

## 7. Further information

Details of services provided by Learning Support are available on campus Learning Support SharePoint sites:

- [Berlin](#)
- [Birmingham](#)
- [Brighton](#)
- [Bristol](#)
- [Dublin](#)
- [Essex](#)
- [Leeds](#)
- [London](#)

- [Manchester](#)

## **8. Policies and guidance that support the university's commitment to disabled students**

- [Equality Act \(2010\)](#) (UK)
- [Equal Status Acts 2000-2018](#) (Ireland)
- [General Equal Treatment Act 2006](#) (German abbreviation: AGG) (Germany)
- [Disabled Students' Commitment](#)
- [Disabled Students Allowance \(DSA\)](#)

## **9. Related BIMM Policies and Procedures**

- Reasonable Adjustments Policy & Procedure
- [Safeguarding Policy](#)
- [Exceptional Circumstances Policy](#)
- [Academic Regulations – Undergraduate Courses](#)
- [Academic Regulations – Postgraduate Courses](#)
- [Equal Opportunities and Diversity Policy](#)
- [Fitness to Study Policy](#)
- [Student Wellbeing Strategy](#)
- [Student Trusted Contact statement](#)
- [Student Pregnancy, Maternity, Paternity & Adoption Policy & Procedure](#)
- [Student of Concern Policy & Procedure](#)
- [Student Appeals & Complaints Procedures](#)