

# Policy – Equal Opportunities Translation and Hearing



## Equal Opportunities

“DDE is committed to achieving an educational environment which actively promotes equality of opportunity and freedom from discrimination on grounds of age, class, cultural or ethnic origin, disability, educational attainment, criminal history, gender, marital status, nationality, religion and sexual orientation in every aspect of our work.”

**dde** will -

- communicate in clear language, appropriate to the community it serves.
- indicate clearly that all eligible applicants will be welcome, either as staff or clients.
- make links with community groups to encourage equal access and participation.
- make ‘reasonable adjustments’ to enable full participation
- reasonably enquire of people’s needs so that the appropriate facilities may be provided
- state clearly that we are committed to equal opportunities.
- make participants aware of the policy at the beginning of each course.
- endeavour to use premises with adequate access.
- use course material that portrays positive images.
- use teaching methods that achieve parity of esteem for all.

**dde** trusts that the Court will share this principle and offer the scheme to all, irrespective of age, class, cultural or ethnic origin, disability, educational attainment, criminal history, gender, marital status, nationality, religion and sexual orientation.

## Translation and Hearing

Our obligation and desire is to facilitate, as far as we can, access to the course.

It is not the policy of DDE or DDE+ to provide signers or translators. We will allow a person to attend the course, at no cost to them, to assist a deaf or partially hearing client as we would an interpreter for those for whom English is not their first language.

Only one such person will be allowed on each course (DSA rules). They must be 16+.

Anyone needing support provides it at their own expense and arranges it themselves.

### Notes

The wording of the Disability Discrimination Act is deliberately vague to protect small companies. It does not demand signers or similar and uses the key term ‘**reasonable** adjustments’.

Service providers only need to make ‘**reasonable** adjustments’. What is reasonable will depend on all the circumstances of the case and will vary according to:

- the type of service being provided, for example, how important the service is, or whether it is available elsewhere
- the nature of the service provider, its size and resources
- the effect of the disability on the individual.

A court might take into account some of the following factors when deciding whether an adjustment was reasonable:

- how effective the adjustment was in overcoming any difficulties practicality
- financial and other costs of making the adjustment

- potential disruption
- the extent of the service provider's financial and other resources
- the amount of resources already spent on making adjustments
- the availability of financial or other assistance.

It is the financial resources of the institution as a whole and not the budget of an individual department or service area that counts.

**Reference Points:**

Action on Hearing Loss – website  
Disability Law Service – 0207 791 9800

**Helpful Ideas:**

- If an attendee is lip reading, the trainer will endeavour to face the group at all times
- **dde** will ensure there is written material as back-up – perhaps ahead of the course.

Review April each year

Signed .....  .....

ROGER SINGER (COURSE ORGANISER)

Dated: 30/04/14