



INCLUSION POLICY

We welcome applications from candidates who may have a disability and aim to remove or reduce disadvantages faced by disabled individuals undertaking assessment with CCAB Ltd.

A disability is defined as a physical or mental condition that has a substantial and long-term impact on an individual's ability to perform normal day-to-day activities (Equality Act 2010). This can include, but is not limited to:

- Autistic spectrum conditions
- Long-term medical conditions
- Mental health conditions
- Physical disabilities
- Sensory impairments
- Specific learning differences (e.g. dyslexia, dyspraxia)

When applying for the Clinical examination (viva and practical), candidates are given the opportunity, within the application form, to declare any disabilities and provide details of adjustments they feel are reasonable.

We aim to work on an individual basis to put into place all reasonable measures required to make our assessment process accessible to everyone, without altering the thresholds for assessment.

A reasonable measure will take into consideration the needs of the candidate, the practicality of providing any adjustment and whether any costs associated with the provision are proportionate.

Where reasonable adjustments are agreed by CCAB Ltd these will be communicated to the candidate in advance on their assessment, with time for the candidate to discuss these adjustments with CCAB Ltd should they feel that the adjustments are not sufficient.

A record will be kept of any adjustments requested and/or implemented for us to review our assessment arrangements and identify areas for improvement.

With regards to our validated courses, please contact the relevant university for details of their equality, diversity and inclusion policies.