

Document Title and ID	Disability & Inclusion Policy <i>RE.PO.19.01</i>		
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Disability & Inclusion Policy

1. Purpose and Guiding Principles

Dilijan International School of Armenia is committed to fostering an inclusive, respectful, and empowering environment for all students, staff, and community members. This policy affirms our dedication to upholding the rights and dignity of individuals with disabilities, ensuring equitable access to education, residential life, and extracurricular opportunities.

Our approach is rooted in the UWC mission to make education a force to unite people, nations, and cultures for peace and a sustainable future. We recognize diversity—including neurodiversity and physical, sensory, and mental health differences—as a source of strength and learning.

2. Scope

This policy applies to all students, staff, faculty, and visitors within the school community. It encompasses academic, residential, social, and extracurricular domains, and is designed to support individuals aged 3–18 in a co-educational, international day boarding context.

3. Definitions

- **Disability:** Any physical, sensory, cognitive, mental health, or developmental condition that may impact a person’s ability to participate fully in school life.
- **Inclusion:** The active, intentional, and ongoing engagement with diversity—in all its forms—to create a welcoming and equitable environment.

- **Reasonable Accommodation:** Adjustments or supports that enable individuals with disabilities to access and participate in school life without compromising academic integrity or safety.

4. Commitments

UWC Dilijan commits to:

- **Equitable Access:** Ensuring that students with disabilities have full access to academic programs, residential facilities, and extracurricular activities.
- **Individualized Support:** Providing tailored accommodations based on documented needs, in collaboration with students, families, and professionals.
- **Inclusive Pedagogy:** Encouraging teaching practices that reflect diverse learning styles and needs.
- **Accessible Residences:** Designing and maintaining residential spaces that are physically and socially inclusive.
- **Staff Training:** Equipping all staff—including teachers, mentors, residential staff, and support personnel—with training in disability awareness, inclusive practices, and safeguarding.
- **Student Voice:** Empowering students with disabilities to advocate for their needs and participate in decision-making processes.
- **Confidentiality & Respect:** Handling all disability-related information with sensitivity, discretion, and respect for privacy.

5. Implementation & Responsibilities

- The **Safeguarding Lead** oversees policy implementation, monitors effectiveness, and coordinates support services.
- **Academic and Residential Staff** are responsible for identifying barriers, implementing accommodations, and fostering inclusive practices.
- **Students and Families** are encouraged to communicate openly about needs and collaborate in developing support plans.

6. Accommodations Process

1. **Disclosure:** Students or families may disclose a disability at any time, ideally during admissions or onboarding.
2. **Assessment:** The school reviews documentation and consults with relevant professionals.
3. **Planning:** A personalized support plan is developed, outlining accommodations and responsibilities.
4. **Review:** Plans are reviewed regularly and adjusted as needed.

7. Admissions and Enrollment

1. UWC Dilijan is committed to inclusive education and welcomes applications from students of all backgrounds and abilities. We recognize the value of diversity and strive to provide equitable access to learning opportunities.
2. As part of the admissions process, the school conducts a holistic review of each applicant's academic profile, personal background, and support needs. This includes an assessment of any declared health conditions or disabilities to determine the feasibility of providing appropriate care, accommodations, and safeguarding measures.
3. While we endeavour to support a wide range of needs, UWC Dilijan reserves the right not to admit a student if, following this assessment, it is determined that the College does not have the capacity to meet the student's health-related needs in a manner that ensures their safety, wellbeing, and educational success. Such decisions are made with careful consideration, in consultation with relevant professionals, and in alignment with our duty of care to all students.

8. Physical Accessibility

The school will strive to ensure that all facilities, including classrooms, residences, cafeteria, and common spaces are accessible. Where full accessibility is not yet possible, alternative arrangements will be made.

9. Inclusive Culture

We actively promote a culture of empathy, respect, and collaboration. This includes:

- Peer education and awareness campaigns
- Celebrating neurodiversity and disability inclusion through events and assemblies
- Encouraging inclusive leadership and representation in student governance

10. Complaints & Feedback

Any concerns regarding disability inclusion may be raised confidentially with the Safeguarding Lead. The school is committed to resolving issues promptly, respectfully, and in alignment with the UWC values.

11. Review & Accountability

This policy will be reviewed annually in consultation with the Senior Leadership Team.