

Accessibility Policy

At Tolley our values reflect our commitment to be a centre of study where there are high expectations of everyone.

Apprentices are provided with high quality learning opportunities so that each attains and achieves all that they capable of.

Everyone in our organisation is important to us and deserves to feel included. We recognise learning in all its forms.

Our Accessibility Policy complies with current legislation and requirements as specified in the Equality Act 2010 relating to accessibility for disabled apprentices. The effect of the law is that Tolley cannot unlawfully discriminate against apprentices because of sex, race, disability, religion or belief, or sexual orientation.

According to the Equality Act 2010 a person has a disability if:

- They have a physical or mental impairment, and...
- The impairment has a substantial and long-term (more than 12 months) adverse effect on his or her ability to carry out normal day-to-day activities.

We recognise and value each employer's knowledge of their apprentice's disability and its effect on their ability to carry out everyday activities, and we respect the apprentice's right to confidentiality.

Apprentices will be asked on the initial Application Form whether they consider themselves to have a learning support need or disability. Where the apprentice is successfully onboarded, this information will be shared with the Safeguarding Team to arrange additional support as appropriate.

Tolley will ensure that reasonable adjustments are made for apprentices with specific health and wellbeing needs so that they may undertake training and assessments on a fair and equitable basis with all other apprentices.



Jonathan Scriven – Director of Tax Markets