

Reasonable Adjustments and Special Consideration Policy

1. Introduction

This Reasonable Adjustments and Special Consideration Policy for Strength and Conditioning Education outlines our commitment to providing equal opportunities and support for individuals with disabilities or specific needs. The policy aims to ensure that all participants in strength and conditioning education have access to a fair and inclusive learning environment, and that reasonable adjustments are made to accommodate their individual circumstances.

2. Policy Statement

- a) **Equal Opportunities:** Strength and Conditioning Education is committed to promoting equal opportunities for all individuals involved in strength and conditioning education. We recognise and respect the diversity of our participants and are dedicated to ensuring their equitable participation and progression.
- b) **Reasonable Adjustments:** We will make reasonable adjustments to accommodate the specific needs of individuals with disabilities or other circumstances that may require additional support. These adjustments will be made to enable equal access, participation, and assessment opportunities, while maintaining the academic and professional standards of the programs.

3. Identifying and Assessing Needs

- a) **Disclosure of Needs:** Individuals with disabilities or specific needs are encouraged to disclose their requirements. This may be done during the application process or at any point during their participation in strength and conditioning education.
- b) **Confidentiality:** Information about an individual's disability or specific needs will be treated with strict confidentiality and shared only on a need-to-know basis. Disclosure will not have a negative impact on the individual's access to opportunities or treatment within the organization.
- c) **Needs Assessment:** An individualised assessment of the needs and requirements of each participant will be conducted in consultation with the individual, relevant professionals, and appropriate staff members. This assessment will inform the reasonable adjustments and support measures to be implemented.

4. Reasonable Adjustments

- a) **Definition:** Reasonable adjustments refer to modifications or accommodations made to the learning environment, teaching methods, assessments, or support services to ensure that individuals with disabilities or specific needs can fully participate and demonstrate their abilities.
- b) **Individualised Approach:** Reasonable adjustments will be tailored to the specific needs of each participant. They may include, but are not limited to, modifications in teaching methods, provision of auxiliary aids or assistive technologies, additional support during practical sessions, or adjustments to assessment formats or timelines.

- c) **Consultation and Collaboration:** Strength and Conditioning Education will work collaboratively with participants, relevant professionals, and staff members to identify and implement appropriate reasonable adjustments. Regular communication and feedback will be sought to ensure the effectiveness of the adjustments and address any emerging needs.

5. Special Consideration

- a) **Definition:** Special consideration refers to the provision of additional support or leniency in assessment processes for individuals facing temporary or unforeseen circumstances that may affect their performance. This includes, but is not limited to, illness, injury, bereavement, or other exceptional circumstances.
- b) **Application Process:** Individuals seeking special consideration must submit a formal request, supported by relevant documentation, explaining their circumstances and the impact on their ability to meet assessment requirements. Requests should be submitted within the specified timeframe, as outlined in the organisation's policies and procedures.
- c) **Assessment Flexibility:** Where appropriate, Strength and Conditioning Education will consider alternative arrangements, extension of deadlines, or adjustments to assessment conditions to accommodate individuals who have been granted special consideration. These adjustments will be made while maintaining the integrity and standards of the assessment process.

6. Monitoring and Review

- a) **Monitoring of Adjustments:** The implementation and effectiveness of reasonable adjustments and special considerations will be regularly monitored and reviewed. Feedback from participants, instructors, and relevant stakeholders will be sought to identify areas for improvement and ensure that the support measures meet the intended objectives.
- b) **Continuous Improvement:** Strength and Conditioning Education is committed to continuously improving its reasonable adjustments and special consideration processes. Lessons learned from monitoring and review activities will inform policy revisions, training programs, and the development of best practices to enhance inclusivity and support for individuals with disabilities or specific needs.

7. Training and Awareness

- a) **Staff Training:** Staff members involved in Strength and Conditioning Education will receive training on reasonable adjustments, inclusive practices, and the implementation of special considerations. This training will enhance their understanding of diverse needs and equip them with the knowledge and skills to provide appropriate support.
- b) **Participant Awareness:** Information about the availability of reasonable adjustments and special considerations will be communicated to participants. This will be done through various channels, such as program handbooks, websites, orientation sessions, and ongoing communication, to ensure individuals are aware of the support options available to them.

8. Grievance and Appeals Process

- a) **Grievance Procedure:** Strength and Conditioning Education has a clear and transparent grievance procedure in place to address concerns or disputes related to reasonable adjustments and special considerations. Participants

will be provided with information on how to raise a grievance, and their concerns will be addressed promptly and impartially.

- b) **Appeals Process:** Participants who disagree with decisions related to reasonable adjustments or special considerations may have the right to appeal. The appeals process is clearly outlined, and participants will be provided with guidance on how to initiate an appeal, the timelines involved, and the steps that will be followed in the resolution process.

Strength and Conditioning Education aims to create an inclusive and supportive learning environment for all participants. The policy underscores our commitment to equal opportunities, ensuring that individuals with disabilities or specific needs can fully engage in strength and conditioning education while receiving the necessary accommodations and support to achieve their potential.