

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 have access to a fair and inclusive learning environment, and that reasonable adjustments are made to accommodate individual circumstances in line with the **Equality Act 2010**.

2. Policy Statement

a) **Equal Opportunities:**

Strength and Conditioning Education is committed to promoting equal opportunities for all individuals involved. We recognise and respect the diversity of our participants and are dedicated to ensuring equitable participation and progression.

b) **Reasonable Adjustments:**

We will make reasonable adjustments to accommodate the specific needs of individuals with disabilities, mental health conditions, 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 our programmes.

3. Identifying and Assessing Needs

a) **Disclosure of Needs:**

Participants with disabilities, mental health conditions, or other specific needs are encouraged to disclose their requirements. Disclosure may occur at any point during participation and will not affect access to opportunities or treatment within the organisation.

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, in line with **data protection regulations**.

c) **Needs Assessment:**

An individualised assessment will be conducted in consultation with the participant, relevant professionals, and appropriate staff members. This assessment will inform the adjustments to be implemented.

4. Reasonable Adjustments

a) **Definition:**

Reasonable adjustments are modifications made to the learning environment, teaching methods, assessments, or support services to ensure individuals with disabilities or specific needs can fully participate and demonstrate their abilities.

- b) **Individualised Approach:**
Adjustments may include, but are not limited to, modified teaching methods, provision of assistive technologies, additional support during practical sessions, or alternative assessments.
- 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.

5. Special Consideration

- a) **Definition:**
Special consideration refers to providing additional support or leniency in assessments for individuals facing temporary circumstances like illness, injury, bereavement, or other exceptional situations that affect their performance.
- b) **Application Process:**
Participants seeking special consideration must submit a formal request, with supporting documentation, explaining their circumstances. Requests must be submitted within the specified timeframe.
- c) **Assessment Flexibility:**
Where appropriate, adjustments such as extensions or alternative arrangements will be made to accommodate participants granted special consideration, while maintaining the integrity of the assessment process.

6. Monitoring and Review

- a) **Monitoring of Adjustments:**
The implementation and effectiveness of adjustments will be regularly reviewed. Feedback from participants, instructors, and relevant stakeholders will guide improvements.
- b) **Continuous Improvement:**
We are committed to continuously improving our processes and learning from feedback to ensure inclusivity and support for participants.

7. Training and Awareness

- a) **Staff Training:**
All staff will receive training on reasonable adjustments, inclusive practices, and the implementation of special considerations to enhance their understanding of diverse needs.
- b) **Participant Awareness:**
Information on reasonable adjustments and special considerations will be communicated through programme handbooks, orientation sessions, and websites to ensure participants are aware of the support options available to them.

8. Grievance and Appeals Process

- a) **Grievance Procedure:**
Strength and Conditioning Education has a transparent grievance procedure

for addressing concerns or disputes related to reasonable adjustments and special considerations.

b) **Appeals Process:**

Participants who disagree with decisions related to adjustments or considerations may appeal. The appeals process is outlined clearly, with guidance provided on how to initiate an appeal and the timelines involved.

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.