



IWYS

Alternative Provision

Reasonable

Adjustment

Policy

Introduction

IWYS - Alternative Provision is committed to treating its pupils and prospective pupils fairly. According to the Equality Act 2010, our provision must take reasonable steps to ensure that disabled pupils and prospective pupils are not put at a substantial disadvantage (meaning more than minor or trivial) by comparison with pupils and prospective pupils who are not disabled.

IWYS Alternative Provision recognises that every child is unique, what is reasonable in one set of circumstances may not be reasonable in another. This policy does not therefore seek to cater for every situation. It is intended as a general statement which sets out the principles underlying our approach to making adjustments for disabled pupils and prospective pupils and some of the factors IWYS Alternative Provision may take into account when considering requests for adjustments.

When Does the Duty Arise?

IWYS Alternative Provision has a duty to make reasonable adjustments for pupils and prospective pupils who are disabled under the Equality Act 2010 when they are put at a substantial disadvantage compared with pupils and prospective pupils who do not have disabilities.

A pupil or applicant is disabled if he/she suffers from a physical or mental impairment that has a substantial (meaning more than minor or trivial) and long term adverse effect on his or her ability to carry out normal day-to-day activities. Physical or mental impairment includes sensory impairments such as those affecting sight or hearing.

What is the scope of the duty?

IWYS Alternative Provision seeks to ensure that disabled pupils and prospective pupils are not put at a substantial disadvantage by making reasonable adjustments to our provision, criterion and practices (i.e. the way IWYS Alternative Provision does things); and by providing auxiliary aids and services (i.e. additional support or assistance).

There is no standard definition of an auxiliary aid or service. Examples include:

- pieces of equipment;
- extra staff assistance;
- note-taking;
- induction loops;
- audio-visual fire alarms;
- readers; and
- assistance with guiding.

What is not covered?

IWYS Alternative Provision is not required to remove or alter physical features to comply with the duty to make reasonable adjustments for disabled pupils. Similarly, IWYS Alternative Provision does not need to provide auxiliary aids for personal purposes unconnected with the education and services provided by IWYS Alternative Provision.

How do I request an adjustment?

IWYS Alternative Provision has a duty to anticipate and consider whether there is any adjustment it could make to overcome any substantial disadvantage suffered by a disabled pupil or prospective pupil. However, IWYS Alternative Provision cannot always think of all possible adjustments and wants to work with children, parents and those who know the child to identify what those needs are and what is likely to be most effective.

Current Pupils:

If your child is disabled and parents believe that he is being or would be put at a substantial disadvantage compared with pupils without disabilities and there is a reasonable adjustment that IWYS Alternative Provision could make which would overcome this, parents may write to the Head of provision (charmaine@iwys.com), setting out in full, the suggested adjustment, evidence for the need and (if necessary) how IWYS Alternative Provision could put this into practice.

IWYS Alternative Provision's response

Where a requested adjustment satisfies the non-cost related criteria listed below, IWYS Alternative Provision may be able to approve and implement it speedily. In other cases, for example where the adjustment would be logistically difficult or more financially costly, IWYS Alternative Provision may need to consider in more detail how best to overcome the substantial disadvantage that the pupil or prospective pupil is suffering and what measures it is reasonable for IWYS Alternative Provision to take. In these cases, IWYS Alternative Provision may seek input from teachers, other experts (such as doctors and/or educational psychologists), parents and the child in question. For prospective pupils, we will also hold conversations with the child's existing school to find out normal practice in examination conditions.

How will IWYS Alternative Provision decide whether an adjustment is reasonable?

- When considering whether it would be reasonable to make the adjustment, IWYS Alternative Provision may consider the following factors (non-exhaustive list):
- The extent to which taking any particular step would be effective in overcoming the substantial disadvantage suffered by a disabled pupil
- The practicability and effectiveness of the adjustment
- The effect of the disability on the individual
- Health and safety requirements - The Act does not override health and safety legislation but schools are not required to eliminate all risk
- The resources of IWYS Alternative Provision and the availability of financial or other assistance
- The financial and other costs of making the adjustment
- The need to maintain academic, musical, sporting and other standards
- The interests of other pupils and prospective pupils - relevant only where the adjustment results in significant disadvantage (not just inconvenience) for other pupils
- Existing provision through statement of SEN/EHCP, or external agency

Confidentiality

Parents (or your child if IWYS Alternative Provision believes he/she has sufficient understanding of the nature of the request) may request that the existence or nature of your child's disability be treated as confidential by IWYS Alternative Provision. Our provision will take any such request into account when considering whether an adjustment is reasonable.

Outcome

Once IWYS Alternative Provision has determined whether the relevant adjustment is reasonable, IWYS Alternative Provision will write to parents, setting out its decision and the reasons for it.

What can parents do if parents are not happy with IWYS Alternative Provision's decision?

If parents are not happy with IWYS Alternative Provision's decision about the reasonableness of any proposed adjustment, parents may lodge a complaint using IWYS Alternative Provision's Complaints Procedure.

Approved by: Charmaine Baines – Director/Proprietor

Date: September 2024

To be reviewed: September 2025