

Disability Support

Disability
Support

What is a Reasonable Adjustment?



The Legal Context

- **The Equality Act** came into force from October 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination.
- <http://www.equalityhumanrights.com/legal-and-policy/equality-act/>

Who is protected?

- There are nine protected characteristics your employees might have. These are:
 - **Disability**
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sexual orientation
 - Sex (gender)
 - Age

Disability - A definition...

- An impairment which has lasted at least 12 months; or where the total period which it lasts, from the time of first onset is likely to be at least 12 months; or which is likely to last for the rest of the life of the person affected.

<http://www.ecu.ac.uk/inclusive-practice/definition-of-disability-discrimination-extended#sthash.obXEg4Sy.dpuf>

What are Reasonable Adjustments?

- Something you could implement to “level the playing field”.

Examples:

- Lecture slides provided in advance of the lecture for a student with a visual impairment, to allow them to download or format in their own preferred style.
- Teaching venue relocated to an accessible room for a wheelchair user.

Outside of Academic Study... and when on placement.

- The activities that a teacher must be able to perform are set out in the [Education \(Health Standards\) \(England\) Regulations 2003](#). These activities include:
- planning and preparing lessons and courses for children and young people
- delivering lessons
- assessing development, progress and attainment
- reporting on development, progress and attainment



Academic Study

- a more focussed reading list.....
- any materials in advance of the lecture.....
- a brief plan or outline of the lecture format, in advance of the session.....
- Permission to record some lectures.....
- a named contact, in the **Department,**
- printed material in an alternative format*
- time to catch up on missed work.....
- consideration for additional time in which to complete written assignments.....
- reasonably spaced deadlines
- ability to use specialist software/equipment*

Placement

- Increased input from Placement Tutor
- More regular feedback
- Travel considerations
- Flexibility with extra curricula activities
- Extended placement period
- printed material in an alternative format*
- time to catch up on missed work.....
- consideration for additional time in which to complete written assignments.....
- reasonably spaced deadlines
- ability to use specialist software/equipment*

- Pre placement meeting.
- Questionnaire.
- Health Screening.
- Staff awareness training/
disability/ Equality Act.

- Lack of placements/ providers.
- Reliance on maintaining relationships with cluster schools.
- Lack of staff resources in school.
- Disability awareness.
- Last but not least... **Managing student expectation..**

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<http://nadp-uk.org/>

[Access to Work – practical help at work](#)

www.direct.gov.uk/en/DisabledPeople