

Higher Education Reasonable Adjustments Policy

1.0 Introduction

- 1.1.** This policy applies to students for whom the standard learning, teaching and assessment arrangements for learning materials, the delivery of, and response to, the assessment may adversely affect their ability to demonstrate their true performance level.

2.0 Requesting Reasonable Adjustments

- 2.1.** We recognise two major categories of special educational need which may lead to the provision of reasonable adjustments:
- 2.1.1.** permanent or long-standing disability, illness or special educational need, eg blindness, diabetes, dyslexia;
 - 2.1.2.** temporary disability, illness or indisposition, eg broken arm, chronic pain.
- 2.2.** For requests based upon permanent or long-standing disability, illness or special educational needs, you should advise us of your request when applying for the relevant award.
- 2.3.** For requests based upon temporary disability, illness or indisposition, you should advise us of your request at the earliest possible opportunity.
- 2.4.** A formal request should be submitted to us using the appropriate Reasonable Adjustments Form (Undergraduate Part-time or Full-time / Postgraduate) that can be found under [‘Student Forms’](#) on the Policies page of our website, together with all supporting evidence.
- 2.5.** Each request must be:
- 2.5.1.** supported by appropriate independent evidence from a medical professional, educational psychologist or other recognised educational expert supplied to us by or on behalf of yourself;
 - 2.5.2.** made to us at least six weeks prior to the date when the adjustment will need to be in place.
- 2.6.** We will endeavour to implement a reasonable adjustment where less than six weeks notice is provided, in particular for cases of temporary disability, illness or indisposition. Where an adjustment cannot be implemented because of late notification the circumstances will be reported to the Module and / or Programme Assessment Board when your assessment results and / or award are considered.
- 2.7.** We are not responsible for obtaining evidence to support a request for reasonable adjustments, but will provide advice on its requirements and the consequent suitability of any evidence.

- 2.8.** We reserve the right not to put in place reasonable adjustments if you do not provide appropriate evidence.
- 2.9.** We will:
- 2.9.1.** only implement a reasonable adjustment that maintains the reliability and integrity of an assessment; and
 - 2.9.2.** not implement any reasonable adjustment that invalidates the assessment requirements for an award.
- 2.10.** In cases where reasonable adjustments are implemented in response to a specific request by you under this policy, we will not normally consider further compensation for you.
- 2.11.** Any information supplied by you in respect of a claim for reasonable adjustments will be treated as confidential and will only be supplied to staff on a need to know basis.
- 2.12.** If, at any time, we find that a reasonable adjustment claim was fraudulent, we reserve the right to withdraw any award made as a result of assessments undertaken with reasonable adjustment.

3.0 Processing of requests

- 3.1.** Given the individual nature of reasonable adjustments, you are recommended to contact your programme team for an informal discussion before you submit a request. This will allow both you and us to fully understand the nature of the request and advise upon the type of supporting evidence required.
- 3.2.** Each request will be acknowledged within five working days. Subsequently, and normally within a further ten working days we will contact you to discuss the arrangements required.
- 3.3.** If we are unable to immediately identify the adjustment(s) and agree the arrangements required, we will advise you in writing of the timescale for resolving the matter and will ensure that you are kept fully informed of progress.

4.0 Approval of requests

- 4.1.** We will confirm the arrangements for the reasonable adjustment in writing.
- 4.2.** Having approved a request, we will aim to implement its reasonable adjustment policy in a consistent manner by implementing similar solutions for similar requests.
- 4.3.** Staff who may be advised of the details of an adjustment are:
- 4.3.1.** the appropriate Programme team who will advise where necessary the Lecturer allocated to support the student for each module.
 - 4.3.2.** the Assessment Services team who will make arrangements for adjustments related to assessments and notify invigilators as appropriate.
 - 4.3.3.** the appropriate Learning Resources team as required.

5.0 Changes to reasonable adjustment arrangements

- 5.1.** Should your circumstances subsequently change or you wish to request an adjustment to their reasonable adjustment arrangements, you should contact your Programme team to discuss the matter.
- 5.2.** Minor changes to the reasonable adjustment arrangements may be implemented without further evidence but for major changes you will be required to provide additional evidence to support your request.
- 5.3.** In the first instance, you are advised to contact your Programme team.

6.0 Appeals

- 6.1** Should you be unhappy with the result of a request for reasonable adjustment you may appeal the outcome in accordance with our Code of Practice Chapter 10: [Student Complaints and Academic Appeals](#).

March 2020