

LAINE

THEATRE ARTS

REASONABLE ADJUSTMENTS
POLICY
2024-25

Reasonable Adjustments Policy

This policy applies to all students studying on the LTA Level 6 Diploma Course and the one-year Foundation Course. BA (Hons) top-up degree students should refer to the University of Portsmouth's Examination and Assessment Regulations for information on adjustments for disabled students.

Purpose

Laine Theatre Arts' reasonable adjustments policy recognises that students with disabilities and/or long-term health conditions may need adaptations to regular procedure, so they are not disadvantaged by their condition in comparison to their peers.

This policy does not seek to explain how we will approach every situation. It is a general statement of our policy to:

- Confirm our commitment to providing fair and accessible training that does not discriminate.
- Set out some of the basic principles of our legal duty to provide reasonable adjustments for people with a disability
- Set out the process of determining and approving reasonable adjustments as well as some of the factors that we will take into consideration.

Many of the arrangements that we offer for people with a disability may also be made available for those who don't have disabilities. For example, a person may find it easier to read in a larger-than-usual font, or may be going through a stressful situation, such as a bereavement, and may need more time. For more details on this please refer to the Extenuating Circumstances Policy.

Reasonable adjustments

A reasonable adjustment involves making a change to the way that we usually do things to ensure that we are fair to people with a disability so they can access training and be assessed with equal advantage as a non-disabled person. Laine Theatre Arts will not make assumptions about whether a person with a disability requires any adjustments or about what those adjustments should be. We will discuss the impact of any impairments with the person concerned and seek to reach an agreement on what may be reasonable in the circumstances.

Legal Duties

The Equality Act 2010 requires Laine Theatre Arts to provide reasonable adjustments for people with a disability, defined by the Act as those who have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. There is no need for a person to have a medically diagnosed cause for their impairment; what matters is the effect of the impairment, not the cause.

Requesting Reasonable Adjustments

Laine Theatre Arts will let people know we can provide reasonable adjustments in the following ways:

- Asking people directly during application and enrolment if they have a disability and might need any adjustments
- Raising staff and student awareness of disability and diversity through training, emails, and resources
- Publishing this policy
- Including a clear note on relevant records that alerts staff to an agreed reasonable adjustment.

When the College becomes aware of a student having a disability they will be offered learning support. If it is identified that the student would benefit from a reasonable adjustment, this will be discussed, with their permission, with the Head of Student Services and other Heads of Department as necessary.

Once approved, this will be shared with other faculty members, if appropriate, and a written record will be made. Regular reviews will be undertaken to ensure this adjustment is effective and beneficial for the student.

Policy reviewed by Academic Board. Date for review: September 2027