

## TRUE YOGA: REASONABLE ADJUSTMENTS POLICY

### I General Principles

True Yoga is committed to equality of opportunity for all those who partake in the services of the organisation.

True Yoga also recognises its legal obligations under equality law and its duty to make reasonable adjustments to facilitate those with any disability enjoying its services and where applicable accessing its courses and assessments.

True Yoga believes that all students and members should be supported pro-actively in achieving their full potential and will use its best endeavours to ensure that all events, and courses are accessible thereby minimising the need for any further reasonable adjustment to be made.

Where a student wishes to undertake a course resulting in a teaching qualification any reasonable adjustments for that individual will be made to facilitate the student demonstrating their teaching competence.

### II Application for Reasonable Adjustments for course attendance or assessment

- 1 Any student who believes that they have a disability that will impact on their ability to partake in a course or in an assessment should make an application requesting that reasonable adjustments be made in line with this policy.
- 2 This application should be made to the course director in writing as soon as an application is made for the course or as soon as is practicable following a new diagnosis.
- 3 Any application should set out:
  - the individual's name, the date of the application and the course code,
  - the disability referred to together with,
  - any documentary evidence supporting the application, and
  - any reasonable adjustments suggested to support the student or member in their assessment, access to the course or enjoyment of True Yoga's services.
- 4 The contents of the application for reasonable adjustments will be kept confidential and in line with the terms of the Data Protection Act 1998 (see [www.trueyoga.co.uk/policies](http://www.trueyoga.co.uk/policies)).
- 5 It will be a matter for the Internal Quality Assessor together with the Course Director to determine what adjustments are appropriate in the circumstances.
- 6 Any decision as to reasonable adjustments will not alter the level of the competencies being assessed.

- 7 A record of all applications and decisions will be kept by the organisation for a period of six months after the end of the course or the applicant's membership.
- 8 Where a course is externally accredited any application must also be made to and meet with the approval of the external accreditor. The EQA must therefore be made aware of any application when coming to make the accreditation or if required at the same time as the IQA is notified.

### **III Dissemination and Implementation**

- 1 All members of the governing body, staff and volunteers will be made aware of this policy on joining.
- 2 Any prospective student will be asked on application if they have any disability which might require reasonable adjustments to be made for them.