

## **In brief: Reasonable Adjustments**

We are all different and learn in different ways.

Teachers understand how to teach their students. Teachers work out what kind of changes each student with disability needs. These types of changes are called adjustments. Schools must make adjustments that are reasonable – this means they are balanced and fair.

An adjustment is reasonable if it does all three of these things:

- It supports students with disability to learn along with other students.
- It supports students with disability to learn what they need to learn, and in ways that suit them.
- It is fair to everybody else in the school.

When planning adjustments, teachers should talk with students with disability and their families about making adjustments. There may be many possible adjustments to choose from so schools may also talk to other people who understand the student's needs. This is called consulting. Here are four things which make consulting go well.

Everyone:

- Thinks about what the student needs.
- Listens respectfully to everyone else's point of view.
- Has a chance to say what they think.
- Understands what has been decided and what will happen next.

In very special cases, schools can refuse to make adjustments. There are only three reasons why schools may refuse to make an adjustment for a student with disability. These are the three reasons:

- It would be too hard for the school.
- It would be dangerous for people in the school.
- It would be against the law.

Note that if schools make adjustments for students with disability, they do not have to make the same adjustments for students without disability.

When schools choose adjustments, they must explain their choice to the students and their families. If schools refuse to make adjustments, they must also explain why they refuse. Sometimes, students and their families disagree with the school's choice. They may complain to the school's education authority or to another authority. These authorities will then decide whether the school has made the best choice.