The Equality Act says there's a duty on Aberdeen Blueberry Wellness (ABW) to make reasonable adjustments if a student is placed at a substantial disadvantage because of their disability compared with non-disabled people or people who don't share your disability. Substantial means more than minor or trivial.

A reasonable adjustment is any supportive action that ABW can take which helps to reduce the barriers a student or individual may face because of their disability or physical or mental health condition and ensures that they are not substantially disadvantaged during training, development, assessment or qualification.

Practices that facilitate making reasonable adjustments include:

* encouraging early learner disclosure of disability or ongoing ill health;
* gathering relevant supporting information (including evidence of need);
* considering each learner individually; and
* consulting with the learner and others.

The term 'reasonable adjustment' refers to any administrative, environmental or procedural changes that enable a person with disability to have equal employment opportunity in learning and can work effectively and comfortably.

\*\*Reviewed March 2025\*\*