**The Reasonable Adjustments duty**

Service providers (including schools, and early years settings) have to make ‘***reasonable adjustments***’ to avoid disabled young people/pupils being put at a disadvantage compared to non-disabled young people/pupils.

The reasonable adjustments duty is **an anticipatory and continuing one.** As well as the reasonable adjustment duty, the Equality Act 2010 requires service providers to treat disabled pupils no less favourably than non-disabled pupils.

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| **Reasonable Adjustments Checklist** | | | | |
| **1. Is the ‘child a disabled child’** protected by the Equality Act?  Does the child have a ‘…*a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities*’? | If yes – the reasonable adjustments duty is triggered. | | If no – there is no legal requirement for the setting to provide reasonable adjustments | |
| **2. Would the ‘disabled child’ be at a *substantial disadvantage*** compared with other non-disabled children if the adjustment(s) were not made? | If yes – the reasonable adjustments duty is triggered | | If no, there is no legal requirement for the setting to provide reasonable adjustments | |
| **3. Are adjustments needed to the usual practice/ the way things are normally done?** *List below* | Can it **practically** be done? | Will it be **effective,** and help this child or other children? | Will this have any **negative impacts** on others? | Are there any **health and safety** concerns? |
| a. |  |  |  |  |
| b. |  |  |  |  |
| c. |  |  |  |  |
| **4. Are adjustments needed to overcome barriers created by physical features of the premises?\*** *List below* | Can it **practically** be done? | Will it be **effective,** and help this child or others? | Will this have any **negative impacts** on others? | Are there **health & safety** concerns? |
| a. |  |  |  |  |
| b. |  |  |  |  |
| c. |  |  |  |  |
| **5. Are adjustments needed in the form of additional aids and services (e.g. extra equipment)?** *List below* | Can it **practically** be done? | Will it be **effective,** and help this child  or others? | Will this have any **negative impacts** on others? | Are there **health & safety** concerns? |
| a. |  |  |  |  |
| b. |  |  |  |  |
| c. |  |  |  |  |
| **6. List any negative impacts or health and safety concerns here**.  Is a **risk assessment** required? Health and safety concerns do not relieve the setting of identifying reasonable adjustments.  Are there **alternative adjustments** that could be made instead? | | | | |
| **7. Are the costs reasonable?** Consider also if the adjustment will help other disabled children in the future too. The cost of making a particular adjustment may be seen in the light of the resources available to the setting, so that an individual childminder or a small setting with a small budget may not be expected to make adjustments that might be expected of a larger setting with a larger budget. | | | | |

\*the duty to alter physical features does not apply to schools, as this is covered under schools planning duties

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| **Setting/School:** |
| **Person/s completing form:** |
| **Who else was consulted?** |
| **Date completed:** |