



### Special Consideration and reasonable adjustment policy

Startright Training Ltd complies with the Equality Act and this guidance aims to exceed the requirements of the Equality Act to allow fair access to vocational qualifications and ensure learners are not disadvantaged.

Startright aims to facilitate open access to vocational qualifications for learners who are eligible for reasonable adjustment and/or special consideration in assessments, without compromising the assessment of the skills, knowledge, understanding or competence being measured.

This will be achieved through:

- **Reasonable Adjustment**

– this is identified by the centre at the pre-assessment planning stage and is any action that helps to reduce the effect of a disability or difficulty, which places the learner at a substantial disadvantage in the assessment situation. Reasonable adjustments must not, however, affect the reliability or validity of assessment outcomes nor must they give the learner an assessment advantage over other learners undertaking the same or similar assessments.

- **Special Consideration**

– this is a post-assessment allowance to reflect temporary illness, injury or indisposition that occurred at the time of assessment. Any special consideration granted is not intended to fully compensate for the difficulty the learner faced at the time of assessment and therefore can only be a relatively small adjustment to ensure that the integrity of the assessment is not compromised.

- Special consideration **may not** be possible for “licence to practise” units within a qualification, or to “licence to practise” qualifications.

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