



Mental Health & Wellbeing Academy (MHWA) Reasonable Adjustments Policy

Aim

To ensure learners have unimpeded access and equal opportunities to attend MHWA courses. MHWA aims to ensure its qualifications are accessible to all individuals capable of demonstrating their leadership competence.

Despite the accessibility of MHWA qualifications, if a candidate with a particular requirement requires extra assistance, this will be done. In such cases, MHWA will make, or allow its providers to make, reasonable adjustments for learners with requirements to ensure that they can access courses and demonstrate attainment.

Common types of special requirements which MHWA can accommodate:

- A moderate hearing or visual impairment.
- A physical disability, such as that resulting in restricted mobility (provided it does not impede performance in the attributes that are the focus of assessment, such as learners' ability as a walking leader)
- Dyslexia.

Special requirements not addressed in this policy:

If MHWA believes that a candidate with a special requirement not listed in this document has the potential to make a competent leader but needs a reasonable adjustment to be able to access courses, they should apply to the relevant national training board prior to course attendance. The provider should outline the nature of the candidate's special requirement and suggest an appropriate adjustment.

Not invalidating the prescribed syllabus requirements:

While MHWA will allow a range of reasonable adjustments to accommodate learners' special requirements, it will not authorise any adjustments which would prevent leaders from functioning effectively on qualifying and will ensure that any adjustments conform to all relevant requirements. The qualifications offered by MHWA are competence-based, and learners will therefore be assessed on their ability to meet all the syllabus criteria in order to attain the award.

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Reflecting learners' assessment needs and usual methods of working:

The reasonable adjustments allowed by MHW will reflect the current needs of individual learners and as far as is possible, their usual methods of working. At the time of booking learners should be asked to give details of their requirements and advised that they may request support to meet their individual needs and that all requests considered justifiable by MHW will be granted.

Not giving learners an unfair advantage:

Although MHW will allow a range of reasonable adjustments for learners with special assessment requirements, none of these adjustments will give the learners in question an unfair advantage over those learners for whom such adjustments are not being made.

This is because the standards themselves will not be changed under any circumstances, and all learners will be required to complete all the prescribed assessment components and to demonstrate their knowledge, understanding and competence strictly in accordance with the syllabus.

It is acknowledged that reasonable adjustments are generally not appropriate when the candidate's particular difficulty directly affects performance in the actual attributes that are the focus of assessment, such as their leading ability, and no such adjustments will therefore be allowed.

All learners will have to meet all the necessary performance criteria before they can attain the qualification. MHW, the provider and course staff are required to maintain the relevance, reliability, and comparability of the assessment of learners for whom reasonable adjustments have been made.

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