

# Reasonable Adjustments and Special Considerations Policy

## Control & Move Fitness CIC

### Purpose

The purpose of this policy is to outline the procedures for providing reasonable adjustments and special considerations for participants in our acrobatics, dance, fitness, and circus programmes. We are committed to ensuring that all individuals have equitable access to our services and can fully participate in our activities, regardless of their specific needs or circumstances.

### Scope

This policy applies to all participants in our programmes, including children, young people, and adults, as well as instructors and staff involved in programme delivery.

### Policy Statement

Control & Move Fitness CIC is dedicated to fostering an inclusive environment that supports the diverse needs of all participants. We recognise that individuals may require reasonable adjustments or special considerations to facilitate their participation. We will work collaboratively with participants to identify and implement appropriate measures to support their needs.

### Definitions

- **Reasonable Adjustments:** Changes made to accommodate the individual needs of participants, ensuring they can access and fully engage in our programmes.
- **Special Considerations:** Additional provisions made for participants facing particular challenges or circumstances that may affect their performance or participation.

### Principles

1. **Equity and Inclusion:** We strive to create an environment where everyone feels valued and empowered to participate, regardless of their background or needs.
2. **Individual Assessment:** Each request for reasonable adjustments or special considerations will be assessed on an individual basis, taking into account the specific circumstances of the participant.
3. **Collaboration:** We will work closely with participants, their families, and any relevant professionals to identify the most appropriate adjustments or considerations.

### Procedures

1. **Requesting Reasonable Adjustments or Special Considerations**

- Participants or their guardians can submit a request for reasonable adjustments or special considerations to the Quality Assurance Coordinator in writing or through a designated form.
- Requests should be made as early as possible, ideally at least two weeks before the start of a programme or event.

## **2. Assessment of Requests**

- The Quality Assurance Coordinator will review all requests and may consult with instructors, support staff, or external specialists, as needed.
- The assessment will consider the nature of the request, the participant's needs, and the feasibility of implementing the adjustments.

## **3. Implementation of Adjustments**

- Once a request is approved, the Quality Assurance Coordinator will communicate the adjustments to relevant staff and ensure they are implemented effectively.
- Instructors will receive guidance on how to accommodate the participant's needs during classes or activities.

## **4. Monitoring and Review**

- The effectiveness of implemented adjustments will be monitored throughout the participant's engagement in the programme.
- Participants and their families are encouraged to provide feedback on the adjustments and suggest any further changes if needed.

## **5. Confidentiality**

- All information related to requests for reasonable adjustments and special considerations will be treated with the utmost confidentiality and will only be shared with those directly involved in supporting the participant.

## **Types of Reasonable Adjustments**

Examples of reasonable adjustments may include, but are not limited to:

- **Physical Adjustments:** Providing accessible facilities or equipment (e.g., adaptive equipment, ramps).
- **Instructional Adjustments:** Modifying teaching methods or materials to accommodate different learning styles or abilities (e.g., visual aids, alternative explanations).
- **Scheduling Adjustments:** Offering flexible scheduling options to accommodate medical appointments or other commitments.
- **Support Personnel:** Allowing the presence of a support worker or guardian during classes if needed.

## **Special Considerations**

Special considerations may apply in circumstances such as:

- Medical conditions or disabilities that may impact participation.

- Recent injury or trauma affecting physical ability.
- Personal circumstances affecting mental well-being (e.g., bereavement, trauma).
- Cultural or religious considerations that may influence participation.

## **Conclusion**

Control & Move Fitness CIC is committed to ensuring that all participants can access and benefit from our acrobatics, dance, fitness, and circus programmes. By implementing this Reasonable Adjustments and Special Considerations Policy, we aim to provide a supportive and inclusive environment that meets the diverse needs of our community.

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