

## University of Plymouth

### Reasonable Adjustment Review Panel (RARP)

#### Terms of Reference

The **purpose** of the RARP is to ensure **equitable, academically sound and financially viable judgements** are made about the **levels of additional support funding to be provided for students with disabilities**.

The panel will consider and make recommendations on cases where levels of support recommended by a needs assessment would either not be covered by, or would cost more than funding provided by the Disabled Students Allowance ('over and above'), **or may be above a level that the University may regard as reasonable**.<sup>1</sup>

#### Suggested membership

- 1) Chair: Director of Student Services; **or** Head of Learning Support and Wellbeing; **or** DAS manager;
- 2) one Faculty Registrar;
- 3) one Senior Tutor; and one ADTL or one Associate Head of School
- 4) Finance BP (advisory / ex officio)
- 5) DAS manager or one disability adviser
- 6) one Student Union representative; the VP welfare **or** Chair of the Disabilities Forum
- 7) one representative from Complaints, Appeals and Conduct

#### Reporting

The panel will report to the Director of Student Services

#### Principles

**A level of support will be seen as reasonable when it conforms to the following principles:**

- The support is funded by the Disabled Students Allowance or equivalent grant or bursary, or can reasonably be met from the University's income from tuition

- Support for students with disabilities will be provided at a level that is judged to be broadly comparable to the HE sector norms in relation to particular disabilities, and appropriate to local conditions.
- Overall levels of support provided for disabilities at the University should generally take account of the need to promote an increasing degree of autonomy and independence over the student life-cycle, so as not to disadvantage disabled students when they enter the workplace after graduation, or create unrealistic expectations of support beyond University.
- Support should therefore reflect the levels provided by Access to Work ([www.gov.uk/access-to-work/overview](http://www.gov.uk/access-to-work/overview)) grants to pay for practical support for disability, health or mental health conditions. Support for a disability at the University should not be provided at a level that would not normally be expected in society at large.
- Additional support for a disability provided as part of the overall student experience at Plymouth University, including on programmes of study, and any essential fieldtrips and placements, should be provided **up to** a level where the essential competencies and learning outcomes required by any assessment panel and/or relevant fitness to practice requirements can be met by the student. Support **should not** go beyond that level, in order to avoid a situation where a Plymouth graduate would be seen as unfit to practise in a professional field relevant to their PU qualification, or to progress to further study.
- Additional support for a disability provided as part of the overall student experience at Plymouth University should not be provided at a level or in such a way as to impact negatively on the academic progress, wider experience or professional work of other students or staff.

<sup>1</sup>For guidance, it may be useful to refer to the definition provided by the Equality Act 2010.

*“What is a reasonable adjustment? A reasonable adjustment is an alteration that an employer could make that would enable a disabled person to continue to carry out their duties without being at a disadvantage compared to others. Under the Equality Act 2010, there is a legal duty on employers to make these reasonable adjustments for disabled employees”.*

Reasonable Adjustments Available at:

[http://www.ucu.org.uk/media/pdf/2/1/Reasonable\\_Adjustments.pdf](http://www.ucu.org.uk/media/pdf/2/1/Reasonable_Adjustments.pdf) (Accessed 14 December 2015)