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Reasonable Adjustments Policy

Last approved: August 2025

Approved by: Student Experience Committee

Next review due: August 2028

1. Overview and purpose

This policy explains how BIMM University supports students by making reasonable adjustments, as required by law. These adjustments help students with disabilities or long-term health conditions access and succeed in their studies.

This policy should be read alongside the Reasonable Adjustments Procedure, which explains how to request adjustments and outlines who is responsible for each step of the process.

The policy also works alongside our **Student Disability Policy**, Student Equal Opportunities & Diversity Policy Wellbeing Strategy. Together, these aim to create an inclusive, supportive environment where every student can thrive.

2. Who this policy is for

This policy applies to all BIMM University campuses and covers:

- Any current or future student who has a disability or long-term health condition
- Students who are pregnant or have maternity-related needs
- Students with a temporary illness or injury expected to last more than three weeks (e.g. recovery from surgery or hospital treatment)
- Students with significant caring responsibilities

At BIMM Music Institute Dublin, students on the Commercial Modern Music course can get support from the Disability Support Service (DSS) at TU Dublin, which decides on exam adjustments and assistive technologies.

This policy does not cover short-term conditions like colds or broken limbs. If a short-term illness affects your ability to meet deadlines, you should use the Mitigating Circumstances process and speak to your Student Wellbeing team for support. Further information on Mitigation can be found in our Exceptional Circumstances Policy..

3. Legal background

Because BIMM University has campuses in the UK, Ireland, and Germany, we follow the relevant laws in each country:

- UK: Equality Act 2010
- Ireland: Equal Status Act 2000
- Germany: General Equal Treatment Act 2006 (AGG)

These laws protect people with disabilities from discrimination and require universities to make reasonable adjustments so that disabled students have equal access to education.
When a student tells a member of staff about a disability, the university is legally considered to be aware of it. This means we must:

- Handle that information responsibly
- Share it only with relevant staff who need to know
- Respect requests for confidentiality, where possible

4. Key definitions

a) What is a disability

Each country defines disability slightly differently, but common examples include:

- Long-term health conditions (e.g. cancer, diabetes, HIV)
- Mental health conditions (e.g. depression, anxiety, bipolar disorder)
- Mobility difficulties
- Sensory impairments (e.g. hearing or vision loss)
- Autism and other neurodivergent conditions
- Specific learning differences (e.g. dyslexia, dyspraxia)

Our Student Wellbeing team can help you understand if your condition meets the legal definition of a disability and explore what support may be available.

You do not need a formal diagnosis to get support. We can put adjustments in place based on what you tell us and our professional judgement, especially if you're waiting for a diagnosis or cannot access one easily.

b) What is a Reasonable Adjustment

A reasonable adjustment is a change that helps remove or reduce the barriers a student faces because of a disability. These changes might relate to:

- How we teach or assess
- Physical spaces or equipment
- Policies or procedures
- Access to support

Whether something is ‘reasonable’ depends on:

- What is needed and how effective it will be
- Whether it’s practical to implement
- The impact on others and on health and safety
- The cost

Examples of reasonable adjustments:

- Extra time in exams or assessments
- Use of assistive technology
- Materials provided in alternative formats
- Adjusted deadlines or flexible attendance
- Regular breaks during classes

What might not be reasonable:

- Changes that disadvantage other students

- Adjustments that pose health and safety risks
- Changes that compromise academic standards

Once agreed, adjustments are written into your Individual Support Plan.

5. Our commitment

We want all students to have the same opportunity to succeed, and we are committed to creating a learning environment that is inclusive and fair.

We do this by:

- Making sure students know how to access support
- Encouraging students to tell us about any disability or health condition early
- Designing assessments that are inclusive, flexible, and accessible
- Supporting lecturers to build in flexibility from the start
- Reviewing courses to ensure they are inclusive and meet the needs of all students

Even with these inclusive approaches, some students may still need individual adjustments. The steps for requesting and arranging reasonable adjustments are explained in the accompanying Reasonable Adjustments Procedure.

Further advice and guidance on inclusive learning, teaching and assessment is published on the Education Team SharePoint site here (Staff-only resource).

6. Policies and guidance that support the university's commitment to disabled students

- Equality Act (2010) (UK)
- Equal Status Acts 2000-2018 (Ireland)
- General Equal Treatment Act 2006 (German abbreviation: AGG) (Germany)
- Disabled Students' Commitment
- Disabled Students Allowance (DSA)

7. Related BIMM Policies and Procedures

- Student Disability Policy
- Safeguarding Policy
- Exceptional Circumstances Policy
- Academic Regulations – Undergraduate Courses
- Academic Regulations – Postgraduate Courses
- Fitness to Study Policy
- Student Wellbeing Strategy
- Student Trusted Contact statement
- Student Pregnancy, Maternity, Paternity & Adoption Policy & Procedure
- Student of Concern Policy & Procedure