



## **REASONABLE ADJUSTMENTS POLICY**

(November 2025)

Hartlepool Sportability Club (Charity No. 1057160)

Website: [www.hartlepoolsportabilityclub.co.uk](http://www.hartlepoolsportabilityclub.co.uk)

### **INTRODUCTION**

Hartlepool Sportability Club is committed to ensuring that all members — including those with physical, sensory, or learning disabilities — can participate fully in our activities.

We believe in removing barriers wherever possible and making practical, meaningful adjustments that allow people to enjoy sports, fitness, and social opportunities in an inclusive environment.

This policy outlines how we identify, consider, and implement reasonable adjustments in line with the Equality Act 2010.

### **OUR COMMITMENT**

We are committed to:

- Treating every member with dignity, respect, and fairness.
- Creating an environment where people feel comfortable requesting support.
- Making reasonable adjustments to ensure equal access to activities.
- Working collaboratively with members, carers, and families to understand individual needs.
- Reviewing adjustments regularly to ensure they remain effective.

### **WHAT ARE REASONABLE ADJUSTMENTS?**

Reasonable adjustments are changes or adaptations that remove or reduce barriers that may prevent someone from participating fully.

These can include:

- Adapting activities or equipment.
- Modifying session structure or pace.
- Providing additional support from volunteers or coaches.
- Offering alternative ways to take part if an activity is not suitable on the day.

- Providing information in accessible formats (large print, simplified language, etc.).
- Allowing additional time for transitions, communication, or rest.

Adjustments depend on the individual's needs and the resources available, but the club will always aim to be flexible and supportive.

## **REQUESTING REASONABLE ADJUSTMENTS**

Members, parents, carers, or support staff can request adjustments at any time by:

- Speaking to a coach or volunteer during a session.
- Contacting the Club Secretary before attending.
- Including details on the membership form (if known in advance).

Members are encouraged to share as much information as they feel comfortable with so that we can put the appropriate support in place.

## **ASSESSING REQUESTS**

When a request is made, the committee or session leaders will consider:

- The member's specific need.
- The type of adjustment being requested.
- Whether the adjustment is safe for the member and others.
- Whether the adjustment is practical within available resources.
- Whether alternative solutions may better meet the need.

We aim to respond to requests quickly and communicate openly and sensitively with all involved.

## **EXAMPLES OF ADJUSTMENTS WE MAY PROVIDE**

Examples include, but are not limited to:

- Adapted sports equipment or modified activity rules.
- One-to-one volunteer support where available.
- Allowing a carer to accompany the member during all sessions (required for some members).
- Providing quieter or less stimulating spaces when needed.
- Adjusting session pace to accommodate stamina or mobility.
- Ensuring instructions are clear, simple, and supported visually when required.
- Seating arrangements for rest, observation, or safety.
- Prioritised access to accessible facilities at the sports centre.

## **LIMITATIONS AND SAFETY**

While we aim to be flexible and accommodating, adjustments must also:

- Be safe for the member and others.
- Be practical within staffing, equipment, and venue resources.
- Not significantly impact the ability of the club to deliver safe sessions for all participants.

If a particular adjustment cannot be implemented, alternative solutions will be explored.

## **ROLES AND RESPONSIBILITIES**

### **COACHES AND VOLUNTEERS**

- Listen to members' needs and concerns.
- Implement adjustments where safe and feasible.
- Seek guidance from the committee when unsure.
- Promote a welcoming and inclusive environment.

### **COMMITTEE**

- Ensure appropriate resources and training are in place.
- Review adjustment requests thoughtfully and fairly.
- Maintain oversight of member needs and accessibility.

### **MEMBERS / PARENTS / CARERS**

- Share relevant information that helps us support the member safely.
- Notify the club if needs or circumstances change.
- Work with staff and volunteers to identify effective adjustments.

## **REVIEW OF ADJUSTMENTS**

Adjustments may be reviewed:

- At the request of the member or carer.
- When coaches notice changes in ability, comfort, or participation.
- When sessions, equipment, or staffing arrangements change.
- Annually as part of policy review.

## **FEEDBACK AND CONTACT**

We welcome feedback on how we can improve accessibility and support.

Please contact:

**Hartlepool Sportability Club**

hartlepoolsportabilityclub@gmail.com

Headland Sports Centre, Union Street, Headland, Hartlepool, TS24 0AB  
[www.hartlepoolsportabilityclub.co.uk](http://www.hartlepoolsportabilityclub.co.uk)

## **POLICY REVIEW**

This policy is reviewed annually by the Committee or sooner if needed due to changes in law, membership needs, or operational practice.