The Pony Club

Policy on Reasonable Adjustments

1. Policy Statement

The Pony Club is committed to providing an inclusive environment in which all members are treated with respect and supported to participate to the best of their ability. The Pony Club recognises that some members, volunteers, or participants may require reasonable adjustments to enable them to access Pony Club activities.

The Pony Club will consider reasonable adjustments where appropriate, while ensuring that the safety and welfare of members, horses and ponies, volunteers, officials, and the public are not compromised.

2. Scope of the Policy

This policy applies to:

- All Pony Club members
- Volunteers, instructors, and officials
- Pony Club activities including rallies, training, camps, tests, assessments, competitions, and events

This policy applies across Pony Club Branches, Linked Centres, and District activities.

3. Definition of Reasonable Adjustments

Reasonable adjustments are changes or adaptations made to remove barriers that may prevent an individual from fully participating in Pony Club activities.

Adjustments will be considered on an individual basis, taking into account:

- The needs of the individual
- The requirements of the activity
- Health, safety, and welfare considerations
- The practicality and reasonableness of the adjustment

Reasonable adjustments are intended to support inclusion but must not:

- Compromise safety or welfare
- Fundamentally alter the nature of an activity
- Provide an unfair advantage in competitive situations

4. Examples of Reasonable Adjustments

Reasonable adjustments may include, but are not limited to:

- Additional time for tests, activities, or assessments
- Alternative methods of communication or instruction
- Adapted learning or assessment formats
- The use of appropriate adaptive equipment where safe
- Environmental adjustments, such as rest breaks or access to quieter areas

- Additional support or supervision, where appropriate

Any adjustment must be compatible with Pony Club rules, safeguarding policies, and health and safety requirements.

5. Requesting Reasonable Adjustments

- Requests for reasonable adjustments should be made as early as possible to allow suitable planning.
- Requests may be made by the member, parent or guardian, or volunteer to the relevant Pony Club official (e.g. District Commissioner, Centre Proprietor, or Chief Instructor).
- Where appropriate, supporting information may be requested; however, individuals will not be asked to provide unnecessary personal or medical detail.

All requests will be handled sensitively and confidentially.

6. Consideration and Decision-Making

- Requests will be considered by the relevant Pony Club officials in consultation with the individual and, where appropriate, their parent or guardian.
- Each request will be assessed on a case-by-case basis.
- The safety and welfare of all participants will remain the overriding priority.

Where a requested adjustment cannot reasonably be made, the reasons will be explained clearly and respectfully.

7. Responsibilities

- **Pony Club Officials and Volunteers** are responsible for implementing agreed reasonable adjustments and promoting an inclusive and supportive environment.
- **Members and Parents/Guardians** are responsible for sharing relevant information and complying with agreed safety measures.
- **The Pony Club** is responsible for ensuring this policy is applied consistently and reviewed regularly.

8. Confidentiality and Data Protection

All personal information relating to reasonable adjustments will be managed in accordance with data protection legislation and Pony Club data protection policies. Information will be shared only on a need-to-know basis.

9. Review of Adjustments

Reasonable adjustments may be reviewed and amended where circumstances change, or where it is necessary to ensure continued safety and effectiveness.

10. Policy Review

This policy will be reviewed periodically by The Pony Club to ensure it remains appropriate, effective, and aligned with Pony Club values and best practice.