

Equalities Policy (Exams)

2023/24

This policy is reviewed annually to ensure compliance with current regulations

Approved/reviewed by		
Kieran Cocker, Exams Manager		
Date of next review	13/09/2024	

Key staff involved in the policy

Role	Name(s)	
ALS lead/SENCo	Sarah Pashley - Principal	
Senior leader(s)	Mark Ollerenshaw - Vice Principal Personal Development, Behaviour and Welfare	
Head of centre	Steve Willacy - Head of School	
Assessor(s)	Sarah Pashley - Principal	
Access arrangement facilitator(s)	Joanne Campbell – Deputy SENCo	
	Alice Dobson – Assistant SENCo	
IT Manager	Hugh Boughton	
Site Manager	Dave Marris	
First Aider/Medical Evac	Paul Smith	
Exams Manager	Kieran Cocker	
Senior Invigilator	Carole Sansom	

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Purpose of the policy

This document is provided as an exams-specific supplement to the *centre-wide* equalities/disability/accessibility policy/plan which details how the centre will:

recognise its duties towards disabled candidates, ensuring compliance with all aspects of the Equality Act 2010[†], particularly Section 20 (7). This must include a duty to explore and provide access to suitable courses, through the access arrangements process submit applications for reasonable adjustments and make reasonable adjustments to the service the centre provides to disabled candidates. Where the centre is under a duty to make a reasonable adjustment, the centre must not charge a disabled candidate any additional fee in relation to the adjustment or aid;

†or any legislation in a relevant jurisdiction other than England and Wales which has an equivalent purpose and effect.

JCQ's General Regulations for Approved Centres 2023-2024 (section 5.4)

This publication is further referred to in this policy as GR.

This policy details how the centre facilitates access to exams and assessments for disabled candidates, as defined under the terms of the Equality Act 2010, by outlining staff roles and responsibilities in relation to:

- identifying the need for appropriate arrangements, reasonable adjustments and/or adaptations (referred to in this policy as 'access arrangements')
- requesting access arrangements
- implementing access arrangements and the conduct of exams
- good practice in relation to the Equality Act 2010

The Equality Act 2010 definition of disability

A definition is provided on page 4 of the JCQ publication *Adjustments for candidates with disabilities and learning difficulties* Access Arrangements and Reasonable Adjustments 2023-2024 (**Definitions** section).

This publication is further referred to in this policy as AA.

Identifying the need for access arrangements

Roles and responsibilities

Head of centre

- Is familiar with the entire contents, refers to and directs relevant centre staff to the annually updated JCQ publications including GR and AA
- Ensures the quality of the access arrangements process within the centre
- Ensures staff roles, responsibilities and processes in identifying, requesting and implementing access arrangements for candidates (including private candidates) are clearly defined and documented
- Ensures an appropriately qualified assessor(s) is appointed, evidence of the assessor's qualification(s) is obtained before he/she assesses candidates and that evidence of the qualification(s) of the person(s) appointed is held on file
- Ensures a policy demonstrating the centre's compliance with relevant legislation is in place
- Ensures a statement is provided which details the criteria the centre uses to award and allocate word processors for exams

Senior leader(s)

 Are familiar with the entire contents of the annually updated JCQ publications including GR and AA

Additional learning support (ALS) lead/Special educational needs coordinator (SENCo)

- Has full knowledge and understanding of the contents, refers to and directs relevant centre staff to the annually updated JCQ publication AA
- Leads on the access arrangements process to facilitate access for candidates
- Ensures that all assessments carried out and arrangements put in place comply with JCQ and awarding body regulations and guidance
- Provides appropriate evidence to confirm the need(s) of a candidate
- Ensures arrangements put in place for exams/assessments reflect a candidate's normal way of working within the centre
- Ensures the need for access arrangements for a candidate is considered on a subject by subject basis
- Works with teaching staff, relevant support staff and the exams manager to ensure centre- delegated and awarding body approved access arrangements are put in place for candidates taking internal and external exams/assessments
- Completes appropriate documentation as required by the regulations of JCQ and the awarding body

Special educational needs coordinator deputy and assistant special educational needs coordinator

- Has full knowledge and understanding of the contents, refers to and directs relevant centre staff to the annually updated JCQ publication AA
- Support the SENCo in determining the need for and implementing access arrangements
- Provides appropriate evidence to confirm the need(s) of a candidate

Teaching staff

- Inform the ALS lead/SENCo of any support that might be needed by a candidate
- Ensures arrangements put in place for exams/assessments reflect a candidate's normal way
 of working within the centre
- Provide information to evidence the normal way of working of a candidate

Support staff (for example, Learning Support Assistants, Teaching Assistants and Communication Support Workers)

 Provide comments/observations to support the ALS lead/SENCo to 'paint a holistic picture of need', confirming normal way of working for a candidate

Assessor of candidates with learning difficulties

(An assessor of candidates with learning difficulties will be an appropriately qualified access arrangements assessor/psychologist/specialist assessor)

- Has detailed understanding of the JCQ publication AA
- Ensures the assessment process is administered in accordance with the regulations and that the correct procedures are followed as per Chapter 7 of III
- Conducts appropriate assessments to identify the need(s) of a candidate

Exams Manager and Exams Team

- Support the SENCo in implementing access arrangements
- Provides a policy on the use of word processors in exams and assessments
- Works with teaching staff and relevant support staff to ensure centre-delegated and awarding body approved access arrangements are put in place for candidates taking internal and external exams/assessments
- Presents when requested by a JCQ Centre Inspector, evidence of the assessor's qualification
- Has detailed understanding of the JCQ publication **III** and informs the SENCo of potential support that might be needed by a candidate
- Works with teaching staff and relevant support staff to ensure centre-delegated and awarding body approved access arrangements are put in place for candidates taking internal and external exams/assessments

Use of word processors

Ron Dearing UTC's word processor policy (exams) is located in the Exams Policies & Procedures folder.

The centre will

- allocate the use of a word processor to a candidate where it is their normal way of working within the centre (AA 5.8.1)
- award the use of a word processor to a candidate if it is appropriate to their needs
 Needs may include
 - a learning difficulty which has a substantial and long-term adverse effect on his/her ability to write legibly
 - o a medical condition
 - o a physical disability
 - o a sensory impairment
 - o planning and organisational problems when writing by hand
 - o poor handwriting (AA 5.8.4)
- only permit the use of a word processor where the integrity of the assessment can be maintained (III 4.2.1)
- not grant the use of a word processor where it will compromise the assessment objectives of the specification in question (III 4.2.2)
- consider on a subject-by-subject basis if the candidate will need to use a word processor in each specification (III 4.2.3)
- consider the needs of the candidate at the start of the candidate's course leading to a qualification based on evidence gathered that firmly establishes the candidate's needs and 'normal way of working' in the classroom, internal tests/exams, mock exams etc. and confirm arrangements in place before the candidate takes an exam or assessment (III 4.2.4)
- provide access to word processors to candidates in non-examination assessment components as standard practice unless prohibited by the specification (AA 5.8.2)

The centre will not

 simply grant the use of a word processor to a candidate because he/she prefers to type rather than write or can work faster on a keyboard, or because he/she uses a laptop at home (AA 5.8.4)

Exceptions

The only exceptions to the above where the use of a word processor would be considered for a candidate would be

- in the event of a temporary injury or impairment, or a diagnosis of a disability or manifestation of an impairment relating to an existing disability arising after the start of the course (AA 4.2.4)
- where a subject within the curriculum is delivered electronically and the centre provides word processors to all candidates (III 5.8.4)

Requesting access arrangements

Roles and responsibilities

ALS lead/SENCo

- Determines if the arrangements identified for a candidate require prior approval from the awarding body before the arrangements are put in place or if approval is centre-delegated
- Presents the files/e-folders when requested by a JCQ Centre Inspector and addresses any queries/questions raised
- Liaises with teaching staff regarding any appropriate modified paper requirements for candidates

Exams Manager (EM)

- Is familiar with the entire contents of the annually updated JCQ publication GR and is aware of information contained in AA where this may be relevant to the EM role
- Follows guidance in A Section 8 to process approval applications for access arrangements for those qualifications listed on page 2 of A
- Applies for approval where this is required, through Access arrangements online (AAO), or through the awarding body where qualifications sit outside the scope of AAO
- Ensures appropriate and required evidence is held on file to confirm validation responses in AAO including (where required) the completion of JCQ Form 8 (Application for access arrangements Profile of learning difficulties), and/or centre based evidence including concise file note(s) on centre headed paper, signed and dated, and a body of evidence to substantiate the candidate's normal way of working within the centre (Form 8 must only be used for candidates with learning difficulties who are not subject to a current EHCP or Statement of Special Educational Needs or those requiring a Language Modifier.)
- Ensures where form 8 is required to be completed, the form is signed (a handwritten, electronic or typed signature is acceptable) and dated as required **prior** to approval being sought and that the form is provided for processing and inspection purposes (This may be a hard copy paper version or an electronic version)
- Ensures the names of all other assessors, who are assessing candidates studying qualifications as listed on page 2 of M, are entered into AAO to confirm their status including any professionals working outside the centre
- Confirms by ticking the 'Confirmation' box prior to submitting the application for approval that the 'malpractice consequence statement' has been read and accepted
- Makes an awarding body referral through AAO where the initial application for approval may
 not be approved by AAO, where it is deemed by the centre that the candidate does meet the
 criteria for the arrangement(s)
- Ensures that arrangements, and approval where required, are in place before a candidate takes his/her first exam or assessment (which is externally assessed or internally assessed/externally moderated)

• Ensures that where approval is required that this is processed at the start of the course and at the latest by the awarding body deadline

Maintains a file for each candidate that will include:

- o completed JCQ/awarding body application forms and evidence forms
- o appropriate evidence to support the need for the arrangement where required
- o appropriate evidence to support normal way of working within the centre
- o in addition, for those qualifications listed on page 2 of M (where approval is required), a print-out/PDF of the AAO approval and a signed candidate personal data consent form (which provides candidate consent to their personal details being shared)
- Presents the files when requested by a JCQ Centre Inspector and addresses any queries/questions raised
- Liaises with the SENCo to ensure arrangements are in place to either order a non-interactive electronic (PDF) question paper or to open question paper packets in the secure room within 90 minutes of the published starting time for the exam where the centre is permitted to modify a timetabled written component exam paper (copy on coloured paper, enlarge to A3 or copy to single sided print)
- Following the appropriate process (using AAO for those qualifications listed on page 74 of M; using Form VQ/EA), orders published modified papers, by the awarding body's deadline for the exam series, where these may be required for a candidate

Implementing access arrangements and the conduct of exams

Roles and responsibilities

External assessments

These are assessments which are normally set and marked/examined by an awarding body which must be conducted according to awarding body instructions and/or the JCQ publication Instructions for conducting examinations (ICE).

Head of centre

- Supports the SENCo, the exams manager and other relevant centre staff in ensuring appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- Is familiar with the instructions for *Invigilation arrangements for candidates with access arrangements* and *Access arrangements* in ICE 2023-2024
- Monitors, in internal tests/mock exams, the use of arrangements granted to a candidate and
 where a candidate has never made use of the arrangement, may consider withdrawing the
 arrangement, provided the candidate will not be placed at a substantial disadvantage
- Appoints appropriate centre staff as facilitators to support candidates (practical assistant, prompter, Language Modifier, reader, scribe or Communication Professional)
- Ensures facilitators supporting candidates are appropriately trained and understand the rules of the particular access arrangement(s)
- Ensures a record of the content of training given to those facilitating an access arrangement for a candidate under examination conditions is kept and retained on file until the deadline for reviews of marking has passed or until any appeal, malpractice or other results enquiry has been completed, whichever is later
- Ensures where a facilitator is allocated to support a candidate under exam conditions that they will not be a relative, friend, peer or private tutor of the candidate
- Liaises with the EM where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of exams

ALS lead/SENCo

- Ensures appropriate arrangements, adjustments and adaptations are in place to facilitate
 access for candidates where they are disabled within the meaning of the Equality Act (unless
 a temporary emergency arrangement is required at the time of an exam)
- Is familiar with the instructions for *Invigilation arrangements for candidates with access arrangements* and *Access arrangements* in ICE 2023-2024
- Ensures a candidate is involved in any decisions about arrangements, adjustments and/or adaptations that may be put in place for him/her and ensures the candidate understands what will happen at exam time
- Ensures exam information (JCQ information for candidates documents, individual exam timetable etc.) is adapted where this may be required for a disabled candidate to access it
- Ensures that any arrangements put in place do not unfairly disadvantage or advantage disabled candidates
- Monitors, in internal tests/mock exams, the use of arrangements granted to a candidate and
 where a candidate has never made use of the arrangement, may consider withdrawing the
 arrangement, provided the candidate will not be placed at a substantial disadvantage
- Liaises with the EM regarding facilitation and invigilation of access arrangement candidates in exams
- Liaises with the EM where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of exams

Exams Manager

- Understands and follows instructions for Invigilation arrangements for candidates with access arrangements and Access arrangements in ICE 2023-2024
- Ensures exam information (JCQ information for candidates documents, individual exam timetable etc.) is adapted where this may be required for a disabled candidate to access it
- Ensures that prior to any arrangements being put in place checks are made that arrangements do not impact on any assessment criteria/competence standards being tested
- Liaises with other relevant centre staff regarding the provision of appropriate rooming and equipment that may be required to facilitate access for disabled candidates to exams
- Ensures a record of the content of training given to those invigilators facilitating an access arrangement for a candidate under examination conditions is kept and retained on file until the deadline for reviews of marking has passed or until any appeal, malpractice or other results enquiry has been completed, whichever is later
- Ensures where the candidate's own subject teacher will be used (in exceptional circumstances) as a facilitator, an invigilator will be present at all times
- Ensures where a facilitator is allocated to support a candidate under exam conditions that they will not be a relative, friend, peer or private tutor of the candidate
- Ensures the facilitator is known by or introduced to the candidate prior to exams
- Ensures a facilitator acting as a prompter will not normally be the candidate's own subject teacher and must not be a relative, friend or peer of the candidate (understanding that a private tutor cannot act as a prompter for the candidate)
- Ensures a facilitator acting as a prompter is aware of the appropriate way to prompt depending on the needs of the candidate
- Ensures invigilators supervising access arrangement candidates are trained in their role and understand the invigilation arrangements required for access arrangement candidates and the role of any facilitator
- Ensures cover sheets, where these are required by the arrangement are completed as required by facilitators

- Liaises with the SENCo to ensure exam information (JCQ information for candidates documents, individual exam timetable etc.) is adapted where this may be required for a disabled candidate to access it
- Liaises with the SENCo regarding the facilitation and invigilation of access arrangement candidates
- Liaises with the Vice Principal regarding rooming of access arrangement candidates
- Ensures appropriate seating arrangements are in place where different arrangements may need to be made for a candidate to facilitate access to his/her exams
- Ensures candidates with access arrangements are identified on exam room seating plans and invigilators are made aware of the arrangements awarded and invigilators informed of those candidates with access arrangements and made aware of the access arrangement(s) awarded
- Ensures invigilators are briefed prior to each exam session of the arrangements in place for a disabled candidate in their exam room
- Checks in advance of dated exams/assessments that modified paper orders have arrived (and if not will contact the awarding body to ensure that papers are available when required)
- Makes modifications that are permitted by the centre (a question paper copied onto coloured paper, an A4 to A3 enlarged paper or a paper printed on single sheets or where a question paper may need to be scanned into PDF format where a candidate is approved the use of a computer reader) that may be required and either accesses a non-interactive electronic (PDF) question paper or opens the exam question paper packet in the secure room no earlier than 90 minutes prior to the awarding body's published start time of the exam
- Understands that where permitted/approved, secure exam question paper packets may need
 to be opened early so the facilitator (Language Modifier, Live Speaker, Communication
 Professional only) may have access to the question paper 60 minutes prior to the awarding
 body's published starting time for the exam in order to prepare
- Provides cover sheets prior to the start of an exam where required for particular access arrangements and ensures that these have been fully completed before candidates' scripts are dispatched to examiners/markers
 - prints pre-populated cover sheets from AAO where this is required for particular arrangements
- Has a process in place to deal with emergency (temporary) access arrangements as they arise at the time of exams in terms of rooming and invigilation
- Liaises with the Head of Centre where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of exams
- Where required for emergency (temporary) access arrangements, applies for approval through AAO or through the awarding body where qualifications sit outside the scope of AAO
- Ensures invigilators supervising access arrangement candidates are trained in their role and understand the invigilation arrangements required for access arrangement candidates and the role of any facilitator
- Ensures invigilators are briefed prior to each exam session of the arrangements in place for a disabled candidate in their exam room
- Ensure invigilators are aware of the Equality Act 2010 and are trained in disability issues

Invigilators

- Support the SENCo and the exams manager to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- Ensures cover sheets, where these are required by the arrangement are completed as required by facilitators
- Liaises with the EM where a facilitator may be required to support a candidate requiring an

- emergency (temporary) access arrangement at the time of exams
- Understands that where permitted/approved, secure exam question paper packets may need to be opened early so the facilitator (Language Modifier, Live Speaker, Communication Professional **only**) may have access to the question paper 60 minutes prior to the awarding body's published starting time for the exam in order to prepare
- Provides cover sheets prior to the start of an exam where required for particular access arrangements and ensures that these have been fully completed before candidates' scripts are dispatched to examiners/markers
 - prints pre-populated cover sheets from AAO where this is required for those qualifications listed on page 2 of **AA**
- Has a process in place to deal with emergency (temporary) access arrangements as they arise at the time of exams in terms of rooming and invigilation

IT Manager

- Support the SENCo and the exams manager to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- Responsible for supplying and maintaining IT equipment, eg word processor or computer reader, that may need to be provided or adapted for a candidate

Site Manager

- Support the SENCo and the exams manager to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- Responsible for rooms and non-specialist equipment (chairs, tables, clocks etc.) used for exams that may need to be adapted for a candidate

First Aider/Medical Evac

- Support the SENCo and the exams manager to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- Responsible for the arrangements that may need to be in place for a candidate with a disability, eg Evac Chair, who may need assistance when an exam room is evacuated

Other relevant centre staff

- Support the SENCo and the exams manager to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- Liaises with the EM where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of exams
- Liaises with the SENCo and other relevant centre staff to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams

Internal assessments

These are non-examination assessments (NEA) which are normally set by a centre/awarding body, marked and internally moderated by the centre and externally moderated by the awarding body.

Head of Centre

- Liaises with teaching staff to implement appropriate access arrangements for candidates
- Ensures facilitators supporting candidates are appropriately trained and understand the rules of the particular access arrangement(s)

ALS lead/SENCo

- Liaises with teaching staff to implement appropriate access arrangements for candidates
- Ensures candidates are aware of the access arrangements that are in place for their assessments

- Ensures a candidate has had appropriate opportunities to practise using the access arrangement(s) before his/her first examination
- Ensures centre-delegated and awarding body approved arrangements are in place prior to a candidate taking his/her first formal supervised assessment
- Liaises with the teacher where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of his/her formal supervised assessment

Exams Manager

- Liaises with teaching staff to implement appropriate access arrangements for candidates
- Ensures centre-delegated and awarding body approved arrangements are in place prior to a candidate taking his/her first formal supervised assessment
- Ensures invigilators supporting candidates are appropriately trained and understand the rules of the particular access arrangement(s)
- Ensures cover sheets are completed as required by facilitators
- Liaises with the teacher where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of his/her formal supervised assessment

Teaching staff

- Support the SENCo in implementing appropriate access arrangements for candidates
- Provide the SENCo with assessment schedules to ensure arrangements are put in place when required
- Liaise with the SENCo and EM regarding assessment materials that may need to be modified for a candidate

Internal classroom- based exams and cohort mock (pre-public) exams PPE

These are exams or tests which are set and marked within the centre; normally a pre-cursor to external assessments.

Special educational needs coordinator (SENCo)

- Liaises with teaching staff to implement appropriate access arrangements for candidates
- Liaise with EM to provide information on centre granted access arrangements eg coloured papers, small rooms, prompt, word processor with no spell check

Exams Manager

- Support the SENCo in implementing appropriate access arrangements for candidates during cohort mock (PPE) exams
- Provide the SENCo with internal exam timetable to ensure arrangements are put in place when required

Teaching staff

- Support the SENCo in implementing appropriate access arrangements for candidates in the classroom
- Provide exam materials that may need to be modified for a candidate
- Liaise with EM to provide information on centre granted access arrangements eg coloured papers, small rooms, prompt, word processor with no spell check

Facilitating access - examples

The following information confirms the centre's good practice in relation to the Equality Act 2010 and the conduct of examinations.

On a candidate by candidate basis, consideration is given to

- adapting assessment arrangements
- adapting assessment materials
- the provision of specialist equipment or adaptation of standard equipment
- adaptation of the physical environment for access purposes

The table provides example arrangements, adjustments and adaptations that are considered to meet the need(s) of a candidate and the actions considered/taken by the centre for the purposes of facilitating access.

Example of candidate need(s)	Arrangements explored	Centre actions
candidate from taking examinations	Alternative site for the conduct of	SENCo gathers evidence to support the need for the candidate to take exams at home
	Supervised rest	Pastoral head provides written statement for file to confirm the need
	breaks	Approval confirmed by SENCo; AAO approval for both arrangements not required
		Pastoral head discussion with candidate to confirm the arrangements should be put in place
		EM submits 'Alternative site form' for timetabled written exams to awarding body/bodies online through CAP
		An on-line submission must only be made for timetabled written examinations in the following qualifications
		EM provides candidate with exam timetable and JCQ information for candidates
		Pastoral head confirms with candidate the information is understood
		Pastoral head agrees with candidate that prior to each exam will call to confirm fitness to take exam
		EM allocates invigilator(s) to candidate's timetable; confirms time of collection of exam papers and materials
		Invigilator monitors candidate's condition for each exam and records any issues on incident log
		Invigilator records rest breaks (time and duration) on incident log and confirms set time given for exam
		Invigilator briefs EM after each exam on how candidate's performance in exam may have been affected by his/her condition
		EM discusses with pastoral head if candidate is eligible for special consideration (candidate present but disadvantaged)
		EM processes request(s) for special consideration where applicable; incident log(s) provides supporting evidence
		Pastoral head informs candidate that special consideration has been requested
Persistent and significant difficulties	Reader/computer reader	Confirms candidate is disabled within the meaning of the Equality Act 2010

in accessing written text	25% Extra time	Papers checked for those testing reading
	Separate invigilation within the centre	Computer reader/examination reading pen sourced for use in papers (or sections of papers) testing reading OR up to 50% extra time awarded
		A short concise file note produced on centre headed paper, signed and dated kept on file, confirming the nature of the candidate's impairment and that the use of a computer reader and/or a reader reflects his/her normal and current way of working within the centre
		(25% Extra time - Form 8 completed as appropriate)
		Supporting evidence, AAO approval and signed candidate personal data consent form kept on file
Significant difficulty in concentrating	Prompter Separate invigilation within the centre	Gathers evidence to support substantial and long-term adverse impairment
		Confirms with candidate how and when they will be prompted
		Briefs invigilator to monitor candidate and the method of prompting (call out his name to bring his attention back to the paper - confirms requirement for separate room)
A wheelchair user	Desk Rooms Facilities	Applies for practical assistant to help candidate set up wheelchair and other equipment in a practical assessment; approval automatically fails so awarding body referral lists the tasks that will be performed
	Seating	Provides height adjustable desk in exam room
	arrangements Practical assistant	Allocates exam room on ground floor near adapted bathroom facilities
		Spaces desks to allow wheelchair access
		Seats candidate near exam room door
		Confirms arrangements in place to assist the candidate in case of emergency evacuation of the exam room
		Practical assistant cover sheet printed from AAO; to be completed by facilitator and inserted inside the candidate's work where this may be applicable to the assessment