

## Creating inclusive environments

# 6 tips for making reasonable adjustments in Family Day Care

Under the *Disability Discrimination Act 1992* (DDA), children's education and care services must make reasonable adjustments to support children with disability to access and participate on the same basis as children without disability. Service leaders and educators should work together with children and families to make these reasonable adjustments.

## Know

### Reasonable adjustments can be easy and inexpensive to make.

Reasonable adjustments can be changes to the environment, the program, your teaching style, the design of activities and the use of resources. This might include flexible routines where children can access their favourite activity throughout the day, using resources like sensory toys to support a child to feel calm and focused, moving equipment and resources to a lower height, or using a visual timetable to help children see what will be coming next in their day.

### You or your coordinator can access external supports to help you make reasonable adjustments.

Accessing available supports such as professional development, additional resources or other professionals, will help you identify barriers to access and participation, plan ways to remove them and build your capacity to include children with disability. Children's education and care services approved for Child Care Subsidy (CCS) can access support through the [Inclusion Support Program](#) (ISP).

## Think

### Think about how you and your coordinator can work as a team to make reasonable adjustments.

Consider the elements of your environment or program that might be a barrier for the child. Invite your coordinator to observe your practice to see if there are any other barriers you have not recognised. Talk with your coordinator about other support, resources or training you might need and plan your strategies and budget to help you make adjustments to support children with disability.

### There are benefits of making reasonable adjustments for the whole service.

View any cost of making a reasonable adjustment as an investment, as it may benefit other children. Consider how it may better prepare the service to accommodate children with disability in the future.

## Do

### Collaborate with the child and family, your coordinator and other professionals to make adjustments.

Listen to the child and family and provide the opportunity for them to make choices about decisions that affect them. Your coordinator, the child, family and other professionals who may be involved can provide key information and perspectives to complement your knowledge of the child, the environment, the program and other children.

### Monitor reasonable adjustments and change them if you need to.

Children's needs change over time and there may also be times when adjustments don't work as planned. Monitor and evaluate the adjustments you have made with the child and family to see if they are still supporting the child or if changes are needed.

The DDA provides that an adjustment will not be reasonable if it would cause 'unjustifiable hardship' on the service provider. The service provider is required to demonstrate that providing the adjustment would cause 'unjustifiable hardship'. This needs to be considered in light of all the circumstances, including the availability of financial assistance to make the adjustment.



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