



Guide to Workplace Adjustments



What is a Disability?

A disability according to the definition of the Equality Act 2010 is:

“Someone who has a mental or physical impairment that has ‘substantial’ and ‘long-term’ adverse effects on the person’s ability to carry out normal day-to-day activities”

Examples may include (but are not limited to):

- Neurodivergent conditions
- Autoimmune conditions
- Long term health conditions
- Mental health conditions
- Physical conditions, limb differences or mobility impairments
- Musculoskeletal conditions
- Sensory impairments

In most instances, only an Employment Tribunal can determine if someone meets the definition of a disability. However, HIV, cancer or multiple sclerosis automatically meet the disability definition under the Equality Act 2010 from the point of diagnosis.

What are Reasonable Adjustments?

- Employers have a legal duty to make reasonable adjustments under the Equality Act 2010 to ensure that disabled people are not disadvantaged in the workplace.
- An Employment Tribunal will ultimately determine whether an adjustment is reasonable but educating and empowering managers to identify barriers and agree adjustments is imperative.
- Public sector organisations are also required to comply with the Public Sector Equality Duty and the EU Directive on Web Accessibility. **These help us to remove barriers to create a more inclusive society.**

Examples of adjustments



change the recruitment process



time off for rehabilitation, assessment, or treatments



providing readers or interpreters



flexibility around working patterns or work locations



allocating a desk rather than hot desking



providing specialist IT or office equipment

Want to find out more?

Would you like clear and practical advice of what 'reasonable' looks like in your organisation?

Want to become a more inclusive employer?

Individual workplace assessments, training and consultancy to remove barriers to high performance through meaningful inclusion.

Based on practical experience and application of adjustments that have proved successful in other professionals experiencing similar challenges.

Contact Enable Disability & Inclusion Consultants for a conversation about your aspirations.



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Consultancy

Training

Workplace
Assessments

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Removing barriers to high performance through meaningful inclusion