

Reasonable Adjustments

Introduction

Under the Equality Act 2010, businesses and organisations have a legal duty to make 'reasonable adjustments' that will allow disabled people to access the same opportunities and services as non-disabled people.



healthwatch
Herefordshire

have collaborated with disability groups in Herefordshire to create learning units.

These units will be on the WISH website and free to access.



The learning units will allow services and employers to access information, skills and advice about how to offer reasonable adjustments for impairments.

Also as part of this project, reasonable adjustment training is being set up and will be run online by Public Health.



15

disability organisations have helped to make these resources.

Reasonable Adjustments

The majority of disabilities and impairments have very specific adjustments that can be made to make services and employment more inclusive.

However, there are some general adjustments that can be made that will make your service or workplace more accessible and inclusive for all.

1. Remember everyone is different. Always ask 'What will help?'



2. Use careful speech.



3. Give clear instructions and avoid jargon.



4. Offer an environment that is open to a flexible schedule or working hours.



5. Provide staff disability awareness training.



6. Be kind, patient and make allowances.



7. Make your physical building easier to access. This might include altering stairs, doorways, entrances and exits, toilet signs, colour contrasting handles, lighting and ventilation, and potentially the size of the property.

