**Reasonable Adjustments**

Gov.co.uk

<https://www.gov.uk/reasonable-adjustments-for-disabled-workers>

**Reasonable adjustments for workers with disabilities or health conditions**

Employers must make reasonable adjustments to make sure workers with disabilities, or physical or mental health conditions, are not substantially disadvantaged when doing their jobs.

This applies to all workers, including trainees, apprentices, contract workers and business partners.

Reasonable adjustments include:

* [changing the recruitment process](https://www.gov.uk/recruitment-disabled-people/reasonable-adjustments) so a candidate can be considered for a job
* doing things another way, such as allowing someone with social anxiety disorder to have their own desk instead of hot-desking
* making physical changes to the workplace, like installing a ramp for a wheelchair user or an audio-visual fire alarm for a deaf person
* letting a disabled person work somewhere else, such as on the ground floor for a wheelchair user
* changing their equipment, for instance providing a special keyboard if they have arthritis
* allowing employees who become disabled to make a phased return to work, including flexible hours or part-time working
* offering employees training opportunities, recreation and refreshment facilities

**ACAS – What is ‘Reasonable?’**

What's 'reasonable' will depend on each situation. The employer needs to consider carefully if the adjustment:

* will remove or reduce the disadvantage for the person with the disability
* is practical to make
* is affordable by the employer or business
* could harm the health and safety of others

**ACAS Examples of reasonable adjustments**

Examples of reasonable adjustments can include:

* providing the right type of phone for an employee who uses a hearing aid
* arranging for an interview to be held on the ground floor for a job applicant who uses a wheelchair
* replacing a desk chair with one designed for an employee who has a disability affecting their back
* giving more one-to-one support to help prioritise the work of an employee suffering from anxiety
* a [phased return to work](https://www.acas.org.uk/node/179#phased) for an employee who’s been on long-term sick leave because of their disability
* allowing more frequent breaks for someone with diabetes to get the right amount of food or drink throughout the day
* giving more time for someone with dyslexia to do any written or reading tests that are part of the interview process

See more [examples of reasonable adjustments from the Equality and Human Rights Commission (EHRC)](https://www.equalityhumanrights.com/en/multipage-guide/reasonable-adjustments-practice).