



Workplace Adjustments

The Equality Act 2010 defines a disability as a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day- to- day activities.

Where someone meets the definition of a disabled person in the Equality Act 2010, employers have a duty to make reasonable adjustments to any elements of the job which place a disabled person at a substantial disadvantage compared to non-disabled people.

Employers are only required to make adjustments that are reasonable. Factors such as the cost and practicability of making an adjustment and the resources available to the employer may be relevant in deciding what is reasonable.

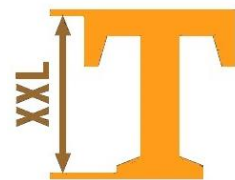
The aim of the duty is to make sure that, as far as is reasonable, a disabled worker has the same access to everything that is involved in doing and keeping a job as a non-disabled person. Employers are required to undertake the following:



1. Change the way things are done in the workplace



2. Make physical changes to the office premises



3. Provide extra aids or support

The average cost of reasonable adjustments...

£75

Most adjustments either cost less than this or cost nothing at all



Access to Work

Access to Work is the UK governments “best kept secret”

Access to Work can provide practical advice and support to help you overcome work-related obstacles. It can also give you grants towards extra employment costs.

Small Employers

Under 50 staff

Access to Work can pay 100% of the approved costs

Medium Employers

50 to 249 staff

Employers have to pay the first £500 and Access to Work can then pay 80% of the approved costs up to £10,000

Large Employers

250+ staff

Employers have to pay the first £1,000 and Access to Work can then pay 80% of the approved costs up to £10,000*

*Access to work would normally cover all additional costs over £10,000, subject to any cap.

Small Changes, Big Impact