

A disabled person is usually made disabled by the environment they are placed in.

Employers have a legal duty under the Equality Act 2010 (Section 20) to provide suitable conditions that allow ALL employees to carry out their work.

They do this by making 'reasonable adjustments'.

What is a reasonable adjustment?

A reasonable adjustment is an alteration an employer could make to enable a disabled person to continue to carry out their duties without being at a disadvantage

The criteria can make the outcome uncertain, and negotiations about reasonable adjustments often rest upon how well either side can argue that changes are 'reasonable'.

What is meant by 'reasonable'?

Employers are not under any obligation to implement a change that may be considered unreasonable due to factors such as:

- ▶ Its effectiveness in overcoming the disadvantage
- ▶ Its practicability in terms of finance and disruption
- ▶ The availability of financial and/or other assistance
- ▶ The nature of the employer's activities and whether it enables the person to carry out their work

Types of reasonable adjustment

The code of practice for (employment) for the Equality Act 2010 identifies the following examples of reasonable adjustments:

- ▶ Making adjustments to premises
- ▶ Re-allocating some of the disabled person's duties
- ▶ Transferring them to fill an existing vacancy
- ▶ Altering their working hours
- ▶ Allowing absence for rehabilitation or for treatment
- ▶ Arranging or giving extra training
- ▶ Acquiring or modifying equipment
- ▶ Modifying instructions or reference manuals
- ▶ Modifying procedures for testing or assessment
- ▶ Providing a reader or interpreter
- ▶ Providing supervision

For more information, support with Reasonable Adjustments or any other workplace issue, please contact your Departmental UCU Representative:

<https://ucu.group.shef.ac.uk/about-us/departamental-contacts/>

