

Public Sector Equality Duty

Case Study

Making reasonable adjustments

The following are examples of how services have supported colleagues with a disability by making reasonable adjustments to how they work.

- Access to Work assessment.
- Risk assessments for office and home working.
- Regular support and supervision to ensure the adjustments are working and their wellbeing is maintained.
- Customised materials including step by step guides.
- Regular breaks.
- Extra time to complete tasks.
- Providing specialist equipment e.g. ergonomic chair, special monitor and auxiliary aides.
- Flexibility with start and finish times.

Colleagues who have been supported by the above adjustments say they are confident and happy in their roles and don't feel discrimination by their manager or the organisation.