**Transcript – Reasonable Adjustments video**

Lizi: Alex can you tell us what Reasonable

Adjustments are?

Alex: Of course I can. Under the Equality Act

2010 every employer has the duty to make

reasonable adjustments to

ensure that disabled staff can work

comfortably and productively.

Some adjustments might relate to

hardware and ergonomic equipment, such as

mice and keyboards.

Others might mean providing access to software

and productivity tools. There might also

be a need for soft adjustments such as

working from home or being contracted to

work predictable hours.

The majority of adjustments are low cost.

All others can be funded via a government

Access to Work grant.

Research shows that building and

supporting

diverse teams leads to higher employer

engagement, better decision making and

improved project perceptions.

Providing an inclusive working

environment is a win-win for employers and employees.

Contact AbilityNet to find out how.

www.abilitynet.org.uk