# [Reasonable adjustments](https://www.gov.uk/reasonable-adjustments-for-disabled-workers" \o "Opens this web page.) in the workplace

Employers must make reasonable adjustments to make sure workers with disabilities or long term conditions aren’t seriously disadvantaged when doing their jobs.

This includes:

* doing things another way - eg allowing someone with social anxiety disorder to have their own desk instead of hot-desking
* making physical changes - eg installing a ramp for a wheelchair user or an audio-visual fire alarm for a deaf person
* letting a person work somewhere else - eg on the ground floor for a wheelchair user
* changing their equipment - eg providing a special keyboard if they have arthritis
* allowing employees to make a phased return to work - eg working flexible hours or part-time
* offering employees training opportunities, recreation and refreshment facilities

Employers have to make reasonable adjustments even if they don’t employ the person directly - this includes contract workers, trainees, apprentices and business partners.

**Get help and advice**

You can get general advice on reasonable adjustments from the Disability Employment Adviser (DEA) at [your local Jobcentre Plus office](https://www.gov.uk/contact-jobcentre-plus). There’s more detail about employers’ obligations and how to meet them on the [Equality and Human Rights Commission website.](file:///C:\Users\tonyg\AppData\Local\Microsoft\Windows\Temporary%20Internet%20Files\Content.IE5\ADTL6R6M\attendance-management-toolkit.docx)

(extract from **gov.uk** - Employing People, March 2015)

**For advice on specific cases, Highland Council managers should contact their HR Business Partner team**