# [Reasonable adjustments](https://www.gov.uk/reasonable-adjustments-for-disabled-workers%22%20%5Co%20%22Opens%20this%20web%20page.) 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%3A%5CUsers%5Ctonyg%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CTemporary%20Internet%20Files%5CContent.IE5%5CADTL6R6M%5Cattendance-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**