

Reasonable Adjustments

At each stage of the process, we will consider reasonable adjustments which could be made to your duties or working arrangements in order to support you at work or to assist a return to work. This could be for a number of reasons, such as a disability underlying health condition or caring responsibilities.

If you have a disability or underlying medical condition which affects your ability to carry out your duties, there is no legal obligation to disclose this to us, however by telling us how this manifests itself at work; we will be able to discuss how best we can support you. The Council will fund the reasonable costs of any adjustment which will support you at work and/or assist a return to work. Funding may also be available from external organisations such as **Access to Work**.

Applications for Access to Work must be made directly by employees, however you can talk through what might help with your manager or Human Resources.