

Being Reasonable about Making Adjustments

The Equality and Human Rights Commission states that “the duty to make reasonable adjustments is a cornerstone of the Equality Act and requires employers to take positive steps to ensure that disabled people can access and progress in employment”. With an increasing and welcome spotlight on neurodiverse conditions and mental health, the duty to make reasonable adjustments has been an increasingly important one for employers to grapple with.

This course will give attendees a deep understanding of what the duty means, how adjustments should operate and what it means to be a reasonable employer in this complex area.

Course Content

- Understanding disability as defined in the Equality Act 2010
- A spotlight on neurodiversity and mental ill health
- When an employer will be said to have knowledge of a disability
- What the duty means - adjustments to what?
- What is the scope of the duty and do we need to agree to every adjustment proposed by a disabled employee?
- What might influence the Tribunal’s view on whether a decision is reasonable?
- Cases and case studies taken from our extensive experience advising in this area.

Course Details

Course duration	2 hours
Max delegates	12

For prices and dates please get in touch:

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