**Presentation:** Implementing adjustments in the workplace

The presentation discussed the definition of reasonable adjustments under the Equality Act 2010, as well as normalising adjustments, case studies and advice for managers.

**Speakers:** Lucy Brant and Lucy Kerr, BMA senior policy advisors

**Key takeaways:**

- The law sets the basic minimum requirements- it is the starting point, not the target
- In an environment which is flexible and adaptable to real people’s changing needs, everyone benefits
- The rewards of doing this well far outweigh the time and/or money spent doing it – this is an investment. Not taking action will cost you more in the long run than taking action.

**Reading/resources:**


BMA blog on hidden disabilities: [https://www.bma.org.uk/news-and-opinion/access-for-all-invisible-disabilities-remain-overlooked](https://www.bma.org.uk/news-and-opinion/access-for-all-invisible-disabilities-remain-overlooked)