

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 report on disability in the medical profession: <https://www.bma.org.uk/advice-and-support/equality-and-diversity-guidance/disability-equality-in-medicine/disability-in-the-medical-profession>

BMA report on menopause: <https://www.bma.org.uk/advice-and-support/equality-and-diversity-guidance/gender-equality-in-medicine/challenging-the-culture-on-menopause-for-working-doctors-report>

BMA blog on hidden disabilities: <https://www.bma.org.uk/news-and-opinion/access-for-all-invisible-disabilities-remain-overlooked>

BMA blog on menopause and the retention of senior doctors: <https://www.bma.org.uk/news-and-opinion/change-of-life-tackling-the-menopause-culture-to-retain-senior-doctors>