



Reasonable Adjustments

A Practical Guide for Employers & Managers



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Disclaimer

This guide provides practical advice on reasonable adjustments but does not constitute legal or professional advice. Employers should refer to the Equality Act 2010 and seek legal guidance for compliance matters.

Neurodiversity describes the natural differences in how people think, learn, and process information. Some people's brains function in ways that most of society expects (neurotypical), while others process the world differently (neurodivergent).

Common examples of neurodivergence include:

- ADHD
- Autism
- Dyslexia
- Dyspraxia
- Tourette's Syndrome

Neurodivergent is a broad term that includes many ways of thinking, learning, and experiencing the world. There are countless ways to be neurodivergent.

Many neurodivergent employees experience barriers in traditional workplace environments, not because of their neurodivergence itself, but because workplaces are often designed with neurotypical employees in mind. Reasonable adjustments help remove these barriers.

Under the Equality Act 2010, employees may be legally entitled to reasonable adjustments if a condition has a substantial and long-term impact on their ability to carry out normal daily activities.

What is a Reasonable Adjustment?

A reasonable adjustment is any change that removes a barrier to work. It does not have to eliminate all difficulties, but it should provide a fairer opportunity for the employee to succeed. Even small, low-cost changes can have a major impact.

According to ACAS guidance, an adjustment should:

- Reduce a disadvantage – Even a minor improvement is enough to be considered reasonable.
- Be practical – It must work within the employer's operations.
- Be financially viable – Most adjustments are low-cost or free, but affordability is considered.
- Not compromise health and safety – Adjustments should not create risks for others.

Employers are not expected to change the fundamental nature of a job but should explore ways to enable the individual to perform their role effectively.

Reasonable Adjustments for Neurodivergent Employees

When supporting neurodivergent employees, adjustments should focus on both:

- Recognising and making the most of their strengths.
- Providing support in areas where they may face challenges.

Not all neurodivergent people consider themselves disabled, but under the Equality Act 2010, some forms of neurodivergence may meet the legal definition of disability. This means employees may be entitled to reasonable adjustments that remove barriers to work.

Neurodivergence is not a single experience. It includes ADHD, autism, dyslexia, and dyspraxia, but every neurodivergent person is different. Adjustments should always be tailored to individual needs rather than applied as a one-size-fits-all approach.

About this Guide

This preview extract is taken from **Reasonable Adjustments: A Practical Guide for Employers and Managers**. The full version runs to 13 pages and covers:

- Legal protections under the Equality Act 2010
- Preventing harassment and discrimination
- High-impact adjustments across meetings, workflow, communication, and environment
- Access to Work funding
- Preventing burnout and cognitive fatigue

Created by ADHD Pirates CIC

ADHD Pirates CIC is a UK-based social enterprise, founded and led by lived experience. We create practical, ADHD-friendly resources that help organisations embed neuroinclusion in realistic and sustainable ways.

Sales of our guides directly fund our community projects, including peer support groups and accessible resources for adults with ADHD.

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