

# Blind and visual impairments

## Reasonable Adjustments

2 million people are living with sight loss in the UK



80,000 registered blind and partially sighted people of working age in the UK.

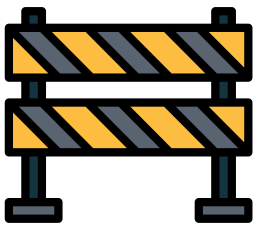
Being told you have a visual impairment that cannot be treated can be difficult to come to terms with.

Some people go through a process similar to bereavement

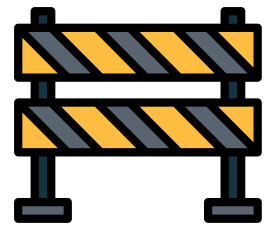
R N I B

See differently

Registering as visually impaired is not compulsory, but it can entitle people to a range of benefits.



Advances in technology mean that blind and partially sighted people can now overcome barriers to work.



Grant schemes like Access to Work mean that many of the costs can be met by the government.



## Helpful Aids

### Long cane



SOURCES:

### Global positioning system (GPS)



### Guide dog





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Work Place Reasonable Adjustments: what you and your colleagues can do

Remember everyone is different. Always ask what they need.



## In meetings / conversations

Introduce yourself and others.

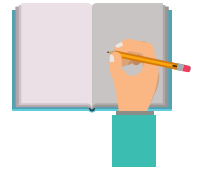
Verbalise what is going on, especially if people leave or hot drinks are placed in front of them.

Are they bringing another person who might need another chair, or a guide dog who will need a water bowl.

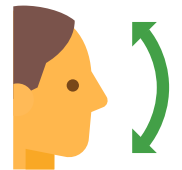


Always face the blind or partially sighted person when speaking

Let them know what you are doing in quiet moments "I am just making a few notes"



Avoid visual gestures like nodding



## Guiding

Your blind or visually impaired service user will have been guided many times before so ask how they want to be guided.

Walk at a normal relaxed pace, advising them of any hazards, uneven surfaces, doors or steps.

If you reach steps or a ramp explain whether they go up or down and ask how you can help. Guide the person's hand to the handrail and advise when they are at the start and end of a flight.

Help your visitor to sit down by guiding them to a chair and placing his or her hand on the back of it. Never offer a chair with wheels.



## General

Be flexible about the hours worked

Allow time off for assessment, treatment or rehabilitation





# Blind and visual impairments



Reasonable Adjustments: building or workplace

## Useful tools

1. Big button telephone



2. Adapted computer

3. A magnifying glass, braille adapted technology or alternative ways of presenting information, large print publications, e-readers, pictures



4. Community alarm



5. Bright lighting

6. A two-tone contrast approach to help tell the difference between objects e.g. a door and its handle or the stairs and its handrail.



7. Image descriptions on your website and social media.

This image shows a tree on a sunny day.



8. Accessible ways to fill in forms e.g. large print, braille, or electronic formats

