

Physical disability

Reasonable Adjustments

Physical disability is a limitation on a person's physical functioning, mobility, dexterity or stamina.



There are **13.9 million** disabled people in the UK

More than
1 in 5
have a disability

Some examples of physical disability include:

Cerebral palsy; Multiple sclerosis; Spina bifida; Spinal cord injury; Musculoskeletal injuries (e.g. back injury, amputation.); Arthritis; Muscular dystrophy; disfigurement; mobility impairment; and, obesity.

See individual sheets for the disabilities listed above.

Despite the variety of symptoms and experiences of people with physical disability, there are several things you can do to help the majority.



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

1. The key message is to always ask the individual.

2. Provide staff awareness training

3. Allocate difficult duties to another worker.

The Employment Code suggests it may also be possible for the member to swap certain duties with a colleague on a temporary or permanent basis.

**Work Place Reasonable Adjustments:
Building or workplace**



Make your physical building easier to access. This includes: altering stairs, doorways, entrances and exits; toilet signs; lighting and ventilation; and potentially the size of your property.

