



Disfigurement

Reasonable Adjustments



Over 1 million people in the UK have a disfigurement to the face, hands or body from many different causes.

1 in 111 people have a significant disfigurement to their face from birth, scars from accidents, cancer surgery, skin conditions and facial paralysis, e.g. caused by stroke, cleft lip and palate.



A physical impairment can be accompanied by lack of confidence and self-esteem, which can lead to depression (a mental impairment).



Work Place Reasonable Adjustments: what you and your colleagues can Do And at your workplace



1. Ensure that disfigurement is considered and included in relevant policies.



2. Change the culture of the workplace to ensure that harassment or teasing is eradicated and that workplace decisions are not consciously or unconsciously based on physical appearance.

3. Enable flexibility regarding dress code.



4. Work with Changing Faces. Changing Faces work with both the employee and the employer to develop appropriate support and strategies.