

Obesity



Reasonable Adjustments

Obesity is covered as a “disability” under the Equality Act if its effects are long term and sufficiently severe.

Estimates are that 1 in 4 adults in the UK are obese.



Levels of obesity in the population have increased considerably over the last 20 years.

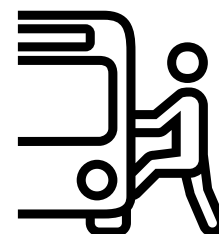
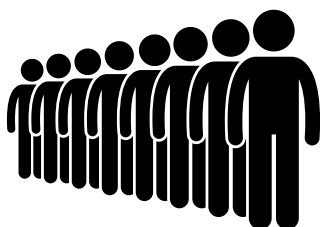


Obesity commonly causes physical problems such as:

- difficulty walking, running and exercising;
- fatigue;
- breathlessness;
- increased sweating;
- poor sleep; and
- pain in the knees and back.



Obesity can lead to difficulties in: getting dressed; waiting or queuing; using transport; going up or down steps; the ability to walk a short distance, motivations and wanting to avoid people.



Obesity



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



1. Adjust working hours so the worker can travel at less busy times on public transport.



2. Reduce the amount of moving the worker needs to do while at work or provide a mobility scooter.



3. Allow a degree of home working.



4. Provide a workspace where they do not need to climb many stairs.



5. Provide a large ergonomic chair.



6. Adapt uniforms.

