

RCPsych Providing Reasonable Adjustments

Our essential guidance for mental health employers aims to help drive practical, meaningful change across mental health services.

Shaped by those with lived experience, it includes the following recommendations:



Organisational leadership, strategy and accountability

- 1** Appoint a Board member and operational lead who will be accountable for organisational delivery of disabilities equity.
- 2** Develop a co-produced disability workforce strategy and implementation plan.
- 3** Set up regular monitoring and reporting to the board.

Organisational culture

- 4** Create an organisational culture where staff with disabilities will thrive.
- 5** Ensure leaders and managers have awareness of reasonable adjustments and mitigations.
- 6** Facilitate the development, growth and ongoing sustainability of an effective, well-resourced staff network.

Addressing concerns

- 7** Provide an independent and confidential point of contact for staff to raise concerns.
- 8** Have clear, up-to-date policies and procedures for staff to report disability discrimination.
- 9** Have clear, up-to-date policies and procedures for line managers to respond to concerns raised.

Reasonable Adjustments

- 10** Make it clear in all adverts that reasonable adjustments will be available for application and interview processes if requested.
- 11** Provide reasonable adjustments within a defined, agreed timeframe.
- 12** Have a clear organisational policy on funding responsibility for reasonable adjustments.
- 13** Ensure adequate occupational health provision, including expertise in physical disability, mental illness related disability and neurodivergence in the workplace.
- 14** Create a system for Reasonable Adjustment Passports for staff with disabilities.
- 15** Provide ALL staff with readily accessible information and signpost to sources of support and advice.

