

Reasonable adjustments –

Let's get the conversation started

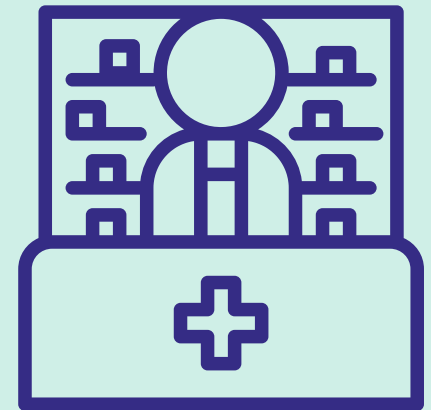


Disabled representation has not historically been a focus of attention within the pharmacy profession and many disabled pharmacists find themselves struggling. However, with support such as the provision of reasonable adjustments, disabled pharmacists are more likely to be able to stay in the profession and achieve their full potential. The PDA Ability Network wants to empower disabled pharmacists to seek support.

Why is it important to talk about disability in pharmacy?

In the UK, 22% of the working-age population is disabled. However, research shows disability is vastly unrepresented in the pharmacy profession.

According to a GPhC profession-wide survey conducted in 2019, only 1% of pre-registration and registered pharmacists declared a disability. Yet 2018/19 HESA data showed that 8% of pharmacy students declared a disability. The reduction in disabled representation after higher education highlights the need to support disabled pharmacists in employment.

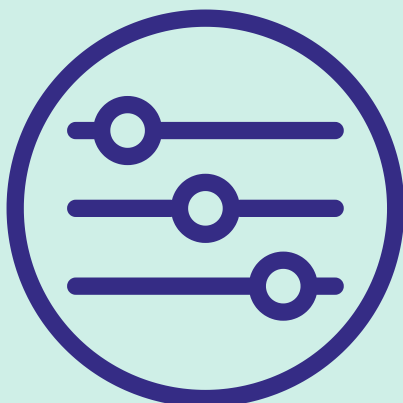


In 2019, an RPS survey identified disability as the biggest barrier to inclusion. Respondents were more concerned about disability in this context than any other protected characteristic.

What are reasonable adjustments?

The provision of reasonable adjustments is one example of how employers can support disabled pharmacy workers to obtain and retain employment.

ACAS defines reasonable adjustments as, "*changes an employer makes to remove or reduce a disadvantage related to someone's disability.*" This could be by making changes to the physical workplace such as through the provision of additional equipment or by changing working hours.



What sort of adjustments might pharmacists need?

Every disabled worker's circumstances and needs are unique. A person's need for reasonable adjustments may change over time or depending on the sector they are working in.

Examples of reasonable adjustments, which some PDA Ability Network members receive, include devices to read scripts aloud, loop systems, access to a chair, and flexible working.

Support in accessing reasonable adjustments

The PDA Ability Network is aware of the complexities which make understanding and overcoming barriers to accessing adjustments far from straightforward.

The [ACAS guide](#) to reasonable adjustments can help disabled employees understand what they are entitled to and how an employer must support them.

Employers should have policies and procedures in place which explain how to get access to adjustments. Occupational health can also assist in the implementation of adjustments.

The UK government's '[Access to Work](#)' scheme can provide grants as well as mental health support.

Disability charities such as [Scope](#) offer guidance and support on numerous issues faced by disabled employees.

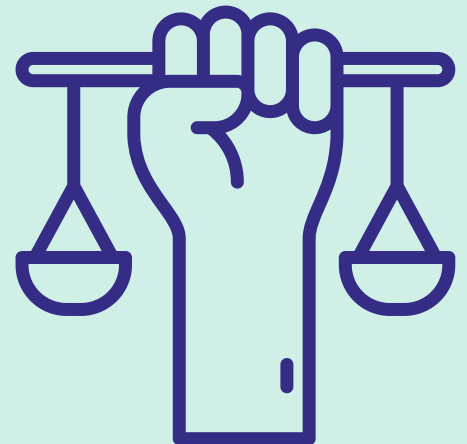
The PDA can offer advice on employment issues such as difficulty accessing reasonable adjustments.

The PDA Ability Network meets regularly and has a WhatsApp group to discuss the issues which matter to disabled pharmacists. The network also discusses how changes can be made within the profession to improve the working lives of disabled pharmacists.

Reasonable adjustments, know your rights

Under the Equality Act 2010 employers must make reasonable adjustments for employees.

The need for reasonable adjustments can change over time and, upon disclosure of a change in circumstance or a need not being met in practice, employers have an ongoing duty to review a disabled person's needs. They must also ensure that any adjustments put in place are suitable and reduce the disadvantage.



Get involved

The PDA Ability Network is open to all disabled pharmacists and allies of the disabled community. Together, pharmacy can be improved for all.

Follow the PDA Ability Network on social media using [#PDAability](#)

If you would like to get involved with the network and its activities, please email ability@the-pda.org

For more information about the PDA Ability Network, click [here](#) or follow the QR code.

