

Reasonable Adjustments Policy

Introduction

1 We will make 'reasonable adjustments' under the Equality Act 2010 for disabled people.

What is a 'reasonable adjustment'?

2 A 'reasonable adjustment' is where an organisation makes a change to the way it normally does things to give a disabled person the same access as a non-disabled person.

3 Adjustments are made on a case by case basis. An example of a reasonable adjustment is providing information in large print for someone who is visually impaired.

How do I ask for a reasonable adjustment?

4 We let people know that we can make reasonable adjustments in a number of different ways, depending on which part of the organisation they are dealing with. For example:

- For people raising a concern about a doctor we ask them if they need reasonable adjustments on [our complaints form](#).
- For people wanting our publications, we explain on our [website](#) how they can request a different format.
- We tell people how we make reasonable adjustments by publishing this document on our website.

How does the GMC make reasonable adjustments?

- 5** We will not make assumptions about what a disabled person needs.
- 6** As no two disabilities are the same, we make adjustments on a case by case basis, taking into account:
- the particular circumstances;
 - any previous contact that we have had with you;
 - whether there is a better way forward;
 - whether we think that the adjustment is reasonable.
- 7** In most cases we try to make the reasonable adjustment(s) that you ask for.
- 8** In some cases we may need to consider in more detail how best to overcome the difficulty that you are experiencing.

How does the GMC decide what is reasonable?

- 9** We consider a range of things when deciding whether an adjustment is 'reasonable' under the Equality Act 2010:
- how effective the adjustment will be in preventing disadvantage to you;
 - whether it is practical for us to make the adjustment;
 - whether we have the resources to make the adjustment;
 - whether making the adjustment(s) would impact on our activities.
- 10** If we cannot provide the adjustment you have asked for we will explain the reasons why. Where it is possible, we will offer an alternative.