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.