

Disclosure

Most Peer Support Group members have good experiences when they disclose because they feel they can be their authentic self.

Reasonable adjustments

Reasonable adjustments are adaptations at work including changes to working patterns, job descriptions and policies or procedures, the environment or the provision of training and additional equipment.

Health care professionals can and do have reasonable adjustments at work. Student nurses can also have adjustments on placement. By sharing success stories across organisations, we can show how much is possible.

Our Health Ability Passport guidance is all

information on reasonable adjustments. [View our guidance on reasonable adjustments](#)


Access to Work is a government scheme that can cover costs for some adjustments at work.



Proactive

Try to stop problems before they happen by:

- designing in inclusivity (such as when reviewing policy)
- welcoming and supporting disclosure from recruitment onwards
- focusing on solutions and being creative –whatever your role in the process
- upskilling and supporting those who need it, such as new managers, teams supporting a colleague with adjustments.



**There's no one size
fits all answer. Genuine
engagement with others is the
best way to ensure inclusivity.**



Useful links

For employment advice, including help with discrimination issues, please visit:

The Peer Support Service is part of Member Support Services. Find out how we can help you with your career, health and wellbeing,