Royal College of Nursing
RCNREP

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Health ability passports

How to agree sustainable reasonable adjustments

Foreword

This guide explores how health ability passports can support nursing staff who are looking to establish sustainable reasonable adjustments that will remove barriers and enable them to work at their best. This could be to accommodate a disability, impairment, neurodivergence or health condition.

A health ability passport is a document that details the reasonable adjustments agreed during discussions between a member of staff and their line manager. It should be considered binding, but have built in review dates so that both parties can propose alterations. The review can also be used to document that the adjustments are working well. If the line management changes or the member of staff is looking to change employment or job role, there is a document that demonstrates how adjustments have been implemented successfully. This can provide peace of mind for the member of staff and helps address any new managers' concerns.

Open and honest conversations are crucial to the success of any passport discussion and so, within our suggested steps, we will look at how you can create a mutually safe and supportive environment where an employee can speak frankly about their needs, and their line manager has a chance to ask questions and gain an understanding of their situation.

It is imperative that we remove all the barriers we can to keep those highly skilled and experienced staff, many of whom will have gained additional skills because of their own health journey. Health ability passports are most successful when they are adopted by an employer and form part of policy. To help with those influential conversations at an organisational level, we've provided an overview of the social model of disability, the value of a diverse workforce and reasonable adjustments.

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1. What is a health ability passport?

A health ability passport can also be known as a “disability passport”, “health passport”, “adjustments passport” or “workplace adjustments passport”.

It is a document that is completed by an employee who requires reasonable adjustments. The document is created with the employee’s line manager and provides a framework within which to discuss the employee’s health and what changes can be made at work to assist them. They may choose to seek support from their occupational health provider, who may offer advice and recommendations.

Once these adaptations have been agreed, the document is signed by both parties to indicate that the adjustments will be made and upheld.

The passport is reviewed at agreed intervals to check that adaptations remain appropriate and/or need to be adjusted if the employee’s needs or their role has changed.

Importantly, the reviews can provide documentation that the adjustments are effectively enabling the employee to fulfil their role, are still reasonable and in line with the employer's requirements.

This means that if the employee's line manager changes, they do not have to explain their requirements again and there is no case for current arrangements to be withdrawn. Ideally, it is recognised throughout the organisation and can therefore be a valuable resource if employees move to different roles.

The passport could also be used to discuss and document the following:

- Who will take which actions, and by when, in order to establish adjustments (e.g., contacting Access to Work, procuring equipment)
- A plan if the employee becomes unwell, particularly in the case of mental ill health, including who to contact
- Behaviours to look out for that may indicate that health is declining, or an episode of illness is beginning

- Things that can trigger or exacerbate the disability or condition and how these can be minimised. Crisis plans can be useful for those with mental ill health and employees may already have one developed with their named community nurse/GP
- Recommendations from occupational health (if applicable)
- Related workplace policies e.g., sickness absence, disability leave can also be clarified.

Your employer may have their own process and templates, or you can use this guide along with the RCN template which can be downloaded from the website (see the 'Resources and links' section on page 50).

2. What are reasonable adjustments?

The Equality Act 2010 is the legislation in England, Wales, and Scotland that details employer's duties to make "reasonable adjustments" for people who are disabled. In Northern Ireland, the equivalent legislation is the Disability Discrimination Act 1995. In both pieces of legislation, someone is disabled when they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities – this is a legal, rather than a medical, definition. Anyone meeting this legal definition is entitled to reasonable adjustments by law.

However, at the RCN we suggest considering this as a baseline for determining what support to give staff. For example, someone may require adjustments to support them to manage some of the more debilitating symptoms of the menopause. This does not fall into the definition of a disability, but if

the adjustment is reasonable and can significantly improve their experience and performance at work, does the legal definition of disability really need to be met?

Think about

Under legislation, positive effects of treatment are not considered. For example, someone who suffers chronic pain and meets the criteria of being disabled should still be considered as disabled even if they take medication that alleviates their symptoms.

Reasonable adjustments are anything that remove or reduce barriers to allow people who are disabled, neurodivergent or live with a health condition the best opportunity to do their jobs. However, when deciding what adjustments are made, line managers will objectively consider what is “reasonable” in terms of

the role, length of contract, cost of implementation, size, and resources of the organisation.

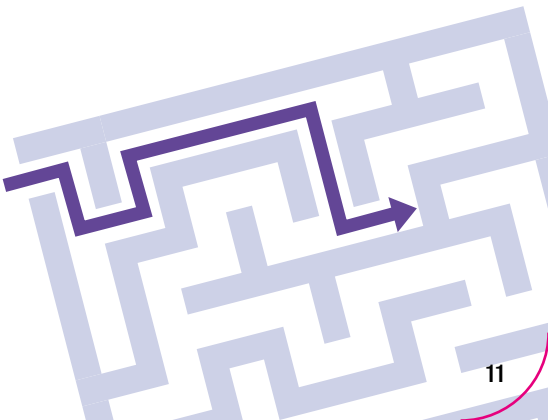
The adjustments themselves are not always physical and can fall into the following areas:

- Equipment - such as voice activated software or an ergonomic mouse
- Changes to working patterns - such as shift patterns, working from home or working nearer home
- Changes to the workplace - such as automatic doors or altered lighting
- Training - to educate colleagues and change attitudes
- Redeployment - which means moving to another more suited role when the employee can no longer continue in their current role
- Employer policies and procedures - such as disability leave in addition to sick leave (to avoid triggering sickness reviews due to regular disability related activity such as attending hospital appointments).

The Equality and Human Rights Commission has some helpful examples of adjustments (see the 'Resources and links' section on page 50).

Line managers should check with human resources colleagues when using the passport for the first time to be aware of any wider policies or standard processes related to it.

Employers are legally obligated to provide reasonable adjustments. Refusing to do so, or treating an employee differently due to their disability, could be discriminatory. The RCN Direct online advice guide *'Disability discrimination and the Equality Act 2010'* provides further information on this (includes information about legislation in Northern Ireland).

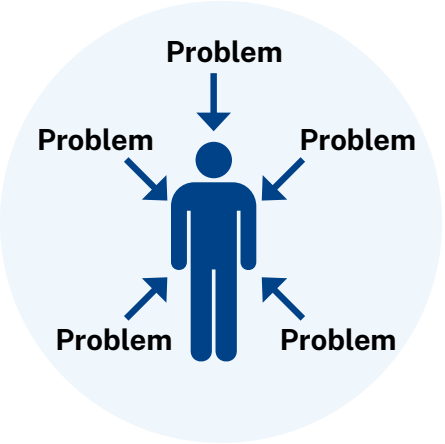


3. Changing the culture: Creating inclusive workplaces

For the health ability passport to be effective, it's important that we understand the value of supporting disabled staff.

The RCN has produced this guidance because we appreciate the benefits of a diverse health care workforce that includes staff with

The Medical Model

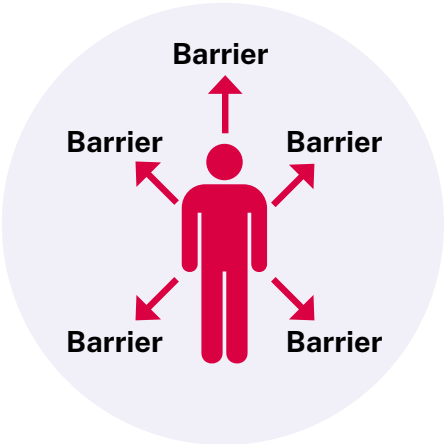


ill health and disability issues, and those who are neurodiverse.

A health ability passport can help retain the skills and experience of staff, many of whom will have gained additional skills because of their own health journey including:

- increased resourcefulness
- increased empathy
- appreciation of the patient experience
- determination.

The Social Model



Spending some time to get things right at the beginning can pay dividends and bring additional benefits such as clarity when workforce planning.

Employing staff who are disabled, neurodivergent or live with a health condition enriches the workforce and is positive for service users. It makes business sense.

The RCN's leaflet '*RCN Peer Support: Removing Disabling Barriers at Work*' explores this further. For more information, visit:

rcn.org.uk/Professional-Development/publications/pub-007-788

Under the social model, individuals are disabled by environments and attitudes – not by their health condition or impairment.

This is different to the approach traditionally used in the medical profession, where the individual's impairment is considered to be the root cause of their problems and something to be 'fixed' or 'normalised'.

Whereas some people might say that you “have a disability”, under the social model, we would say that you “are disabled” – by physical and attitudinal barriers – and the focus is on removing these barriers.

RCN members identify with lots of differing terms when talking about themselves and their impairments. We use “disability”, “disabled” and “impairment” amongst others in this guide.

Everyone will have their own way of referring to their situation and describing exclusion and should be supported in their preference. When you’re in a one-to-one situation you should use these individual preferences.

4. How to complete a health ability passport

We have set out a series of steps to follow to complete a health ability passport. We use, and refer to, the RCN document template, which can be found at: rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Health-Ability-Passport, but you could easily apply the principles to the document your organisation prefers.

We have set out advice for the member of staff (employee) and their line manager for each step.

Step 1 - Arranging a meeting

Employee

You can request the first meeting and share this guidance with your line manager. If your line manager has instigated the passport process, this is a good sign. The passport's function is to help keep you in work, so try not to worry.

Think ahead about what you want to say and make some notes to bring with you. The steps in this guide will help you structure your notes. Include positive examples and skills as they occur to you.

If you are off sick at present and completing the passport as part of a return-to-work process or meeting, consider if you would feel reassured by attending with a union rep or advocate. Check your employer's policy on bringing a rep or friend/family member.

It shouldn't be stressful or take hours to prepare for your first meeting, but you can always ask to re-arrange if you need longer to prepare. The meeting should be simple and straightforward. If required, you can arrange a second meeting.

RCN members can contact us for advice and support at: rcn.org.uk/get-help/contact-advice

Line manager

Send this guidance to the employee and reassure them that your intentions are positive and that the organisation wants to retain them at work. Explain that this is not a

disciplinary or formal capability management process. Invite them to bring some notes if they want.

Consider if the individual may benefit from being accompanied by a union rep or advocate (most commonly in cases where they are currently off work). Alternatively, a friend or family member may be allowed to attend – check your employer's policy.

You could say: "I am looking forward to hearing about your situation and working together on your health ability passport. This is not a formal process so there's no need to worry, but you can always confirm this by speaking to your union [or failing this, a helpline such as Acas] if you want."

Has the employee seen occupational health? If not, and you think it could be beneficial, then suggest that you refer them ahead of your meeting. Your workplace policies will set out how provision is accessed.

Set a meeting time that allows a few days for preparation and/or includes time to arrange for someone to come with them or to have an occupational health assessment.

Think about

Has the employee seen occupational health? Is a referral to occupational health an essential first step according to policy at your organisation? If so, arrange this ahead of your meeting and await the report before proceeding. Contact the employee ahead of referring to explain the process to them. Please do read section 5: '*The role of occupational health and seeking additional advice and support*'.

Step 2 - Opening the meeting

Employee

It is not unusual to feel very defensive when you have a meeting about your health. It is also natural to look to your manager to have the answers, but this isn't helpful here. Think about the following:

- You have legal rights and, more importantly, you have valuable skills and experience. Your employer has invested in you, and it is to their advantage to keep you. Think positively!
- You are your own expert. You probably have coping mechanisms in and out of work already. You can show your manager how you can meet the duties of your role by having solutions ready. When you don't have solutions, try and work with your manager to work out a plan, consulting third parties if required.
- Lead the conversation. The meeting is focused on your work life but may touch on other areas as it flows. If there is something

you want to keep private or you are worried will upset you, let your manager know at the outset. You could say: “I get quite upset talking about… can we avoid that please and, if it becomes relevant, I would rather arrange another meeting so I have got time to prepare.”

- Line managers don’t have all the answers! It is so much easier to make progress when everyone feels they can speak openly and ask questions. As long as they are asked respectfully, questions from your manager should be seen as a positive - they want to understand, and this is better than them assuming. Be prepared to educate your line manager about your condition/impairment if you want to get the best outcome for yourself.
- Don’t be rushed. If you are not sure about an element of the agreement or how the completed document will be used, then ask for some time to look over it. Consult your union if you feel this would help.

Line manager

Explain what the document's purpose is and that today is about filling it in together. The employee should have seen this guidance already.

Whether you know the employee or not, be clear that this is an opportunity to start from scratch and leave any presumptions at the door. You aren't expected to know all about their condition or impairment, and it can be a hindrance rather than a help to start applying your medical knowledge here.

If an occupational health assessment has been undertaken, you should discuss any recommendations. You may find that the employee does not agree with some of the recommendations. If so, remember that they understand their needs best. As a line manager, you're here to see if, together, you can reach an agreement that benefits everyone including the organisation, colleagues and service users.

Here are some things to cover to make the employee feel reassured:

- **Agree confidentiality.** Agree where the document will be kept and who can access it. We recommend that a copy is sent to human resources and a copy is kept by you and the employee.
- **Make space for concerns.** Make sure the employee has an opportunity to highlight things that may be worrying them about the meeting. They may also worry about the wider implications of completing the passport. You could ask: "What would make you feel better about that?"
- **You are not the expert.** Say something like: "I am not here to make assumptions today; I am looking forward to learning from you about how your health/impairment affects your working life. I may need to ask questions to understand your situation, is that ok?"
- **Terms and preferences.** Everyone has different ways of referring to their circumstances. They may or may not consider themselves to be disabled, for example. It is good practice to use their preferred terms. Say something like: "When we are talking about your situation,

let me know if you have a preferred way of referring to your health issue that I should use."

We recommend completing the passport together – but you may want to make notes of key things as the employee talks. If so, let them know that these are to refer to when you complete the passport.

Don't forget that any notes you make should be treated as sensitive. Treat them as you would the final document by keeping them securely and then retaining them with the final document. They may be useful if you have to look back at the process at a later date. If you can't keep them securely, it may be better to destroy them.

Think about

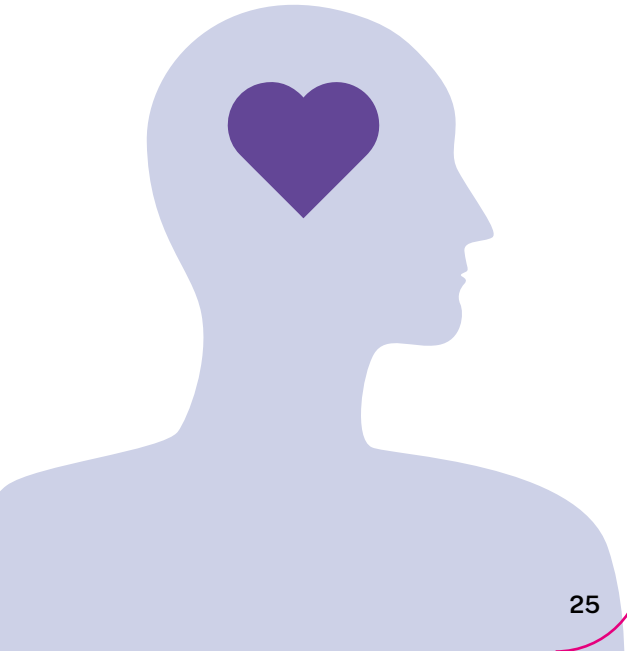
You should agree who will write up the document. Both parties must have time to review it before it is finalised.

Step 3 - The nature of your health issue

During your conversation, you will discuss a section in the document called: '*The nature of your health issue*'.

Employee

This section is really all about you. The notes you have made can help you to give a succinct, structured account.



You could use this as a starting point:

- The nature of your health issue including medical name if applicable e.g., Fibromyalgia
- How long you have had this issue and if you have a formal diagnosis, when you received it
- What your symptoms are day-to-day. How you manage them
- If you have a fluctuating condition, how often you have episodes and what, if anything, triggers them
- Any existing aids or equipment e.g., parking near the hospital, using a walking stick
- How your health issue impacts on your mood
- Any side effects of treatments.

Line manager

Invite the employee to explain in their own words. They should do most of the talking here but feel free to prompt them if they are stuck.

Really listen to what they are saying. Active listening means:

- making eye contact and using body language to let them know you are paying attention
- having no distractions
- making only minimal notes
- allowing natural pauses to occur, without feeling the need to fill the silence.

When they conclude, pick up on anything that needs clarifying. These might be things you don't understand, or elements that are important and haven't been covered.

Think about

A way of demonstrating that you have heard someone is to repeat back to them. You could say: "You said that you often get headaches after a night shift, how do you manage these?"

Step 4 - Occupational health, Access to Work and other third-party recommendations

The document has space to outline any occupational health recommendations here. If Access to Work (or Access to Work NI) or other third parties such as specialist charities have been consulted, then include their suggestions here (see section 5 on page 38 for more details).

Employee

If you request an occupational health report at this stage, this may pause the completion of the passport. Be clear that you wish to come back to the passport and keep engaged with the process.

You could say: “Let’s meet again once the report is ready. It will be helpful to look at it together and work out what adjustments can be made.”

If you are having difficulty identifying the adjustments that would help you, this is the time to

adjourn and seek advice. The onus is on you to contact organisations like Access to Work or specialist charities.

Line manager

At this stage, the employee may request an occupational health assessment – they may not have felt confident to do so earlier. If this happens and you agree this is useful, refer them. Reconvene once the report is received. It will help you both understand the employee's situation and what support and adjustments can help them stay in work.

Step 5 - What adjustments do you think would benefit you?

The document has space to outline any ideas or suggestions about what adjustments might benefit the employee. Both parties can suggest ideas in this section.

Employee

You will probably have some ideas here and should cover as required:

- shift patterns, change/reduction in hours
- equipment (don't forget Access to Work may refund some of the cost to your employer)
- coaching and coping strategies
- staff awareness training (this will involve disclosing to your wider team – see step 7 on page 34)
- policies and processes that can be changed to support you better.

It is good to include a variety of suggestions. There is no harm in doing this, but don't forget that only adjustments that are deemed "reasonable" will be supported.

If at this stage more information is required, make sure you leave the meeting with an agreement on who will do what, by when. This can be recorded in the 'actions' section.

Think about

Access to Work is a government initiative that can assist with recommendations for reasonable adjustments and can reimburse employers for part or all of the costs to implement those recommendations. As the employee, you should make first contact with Access to Work. In Northern Ireland, contact Access to Work NI.

Line manager

The employee should be asked for their ideas and suggestions in the first instance. If they have an occupational health report, they may or may not agree with the recommendations, which is fine.

Remember they are their own expert and will know what will and will not work for them.

If they seem daunted by the question and do not suggest any adjustments, try and prompt them using your knowledge of what is possible. Failing this, try suggesting they find a third-party who can assist such as a condition specific charity, or their union. The RCN has a database of successful work adjustments and a number of case studies and resources available.

Make sure they leave with a plan of who to contact for advice and document these actions. Arrange another meeting so there is a timeline to follow to get information.

Step 6 - The way forward

This is where all the discussion so far is boiled down to what is practicable, reasonable in the circumstances and likely to be effective.

The actions may be adjustments themselves, or they may be next steps to take forward as part of the plan, such as researching types of equipment. They could also be agreed processes, such as what to do when the individual has a 'flare up' or 'episode'.

The passport can be used as an organic document and signed when both parties are satisfied that adjustments needed are detailed in the actions. Detail clearly each action and who will do what and by when.

If there is uncertainty about how to take an adjustment forward, detail who will look into this and when.

A follow up meeting will probably be needed before the adjustments are in place to check how things are progressing. Arrange an appointment for this.

Think about

You can't always be certain that an adjustment will be effective, so you will need to try out some suggestions where practicable to see how they work. There is no harm in doing this and building in review dates ensures that where these aren't effective, other options can be considered.

Step 7 - Sharing with the team

Use the section on the passport document to detail what can be shared and who with. If any adjustments directly involve the employee's wider team (e.g., staff awareness training) then it will be easier if they know why.

Research shows that adjustments tend to fail when others don't have a supportive attitude and it is easier to support someone when we know the facts. In general, we advise that colleagues know at least some of

the reasons for the adjustments. This is for several reasons:

- Disclosure means more employment rights under legislation – if people don't know or have reasonable cause to suspect that you are disabled, then they can't be shown to be discriminatory.
- Although disclosing can be scary and feel like an invasion of privacy or an "overshare", those who disclose often do feel better in the long run as they don't have to hide who they really are.
- To change attitudes in the health care sector, we need colleagues who consider themselves disabled to disclose this, so that their skills and potential are obvious to everyone.

Unless there is potential risk due to the nature of the impairment, choosing to disclose is up to the individual. It may be that once adjustments are made and the process is shown to have value, the employee becomes willing to share more widely.

Agreeing the passport document

Review and sign – The document should now be reviewed by the employee and any amendments sent to the line manager for agreement. Make sure that all adjustments are identified as either temporary or permanent. The document is then signed.

Record keeping – If the document is handwritten, scan and save it as soon as possible, so that it is backed up. The document should be shared with human resources/other departments as required. Store the original somewhere safely or destroy it.

Set a review date – This is a good opportunity to check the progress of implementing adjustments and follow up as required. It is also a chance to assess how effective adjustments are once in place. If adjustments aren't working, then they can be removed, and other options should be considered.

Reviewing the passport document

Agree a date for review – Is there a wider policy around this? We would suggest that this document is reviewed annually but be kept separate from the appraisal process. There should be opportunities to raise any issues during one-to-one meetings between the line manager and employee. It is good to include a caveat around review times, so that they can be moved forward if required by either party.

Consider if there is anything coming up that could influence the timeline for review. For example, for the employee – an operation; for the organisation – a change to services. If there is, factor that in.

5. Seeking additional advice on reasonable adjustments

In the health ability passport, there is a section for occupational health recommendations. It can also be used to detail other third-party advice from places like the government initiative Access to Work (or Access to Work NI), and specialist charities (for example, Action on Hearing Loss for advice on working with a hearing impairment). If an individual is not confident about what might work, external advice can really help.

There are lots of specialist organisations and charities, and a quick web search will be helpful. When reviewing a passport because adjustments are not working or are losing their effectiveness, specialist advice can also really help.

However, many adjustments are simple, and it is not always necessary to consult occupational health (subject to employer policy) or other external agencies.

The role of occupational health

Occupational health can have a role in supporting reasonable adjustments. Employers do not have to provide an occupational health service to employees but, where they do, it could be in-house (like most NHS trusts/boards) or provided externally from a third party. The employer policy will state how the provision is accessed.

If there is uncertainty about occupational health provision, the human resources contact will be able to advise. When occupational health is not provided via work, an individual's doctor can be involved in discussions.

The role of occupational health in this situation is to assess the individual and make recommendations about what reasonable adjustments may be suitable and what work can be undertaken.

In some organisations, a referral to occupational health may be required before reasonable adjustment requests can be considered - in which case a line manager would

make the referral. Sometimes an employee can also self-refer. So, it's important for both parties to be aware of any employer policies and adhere to these, and for line managers to know how and when to refer to occupational health if requested, or indeed required by policy.

The Society of Occupational Medicine recommends that where possible, a line manager referral is made with agreement of both parties due to the importance of the line manager–employee relationship in the reasonable adjustments process.

Occupational health services can make an invaluable contribution to the reasonable adjustments process, bringing a wealth of knowledge on what is possible in specific work environments, roles, and for specific conditions or impairments. They should consider the whole person when writing their report; based on time spent with the individual. They believe in the value of work so, where appropriate, they would be looking to support you to

remain in employment and equip your manager to best understand your situation and what would help.

The passport document should include a section to detail occupational health's involvement or discuss referring to occupational health if this hasn't happened already.

By agreement, it may be beneficial to invite occupational health to a "case conference" or consult them during the health ability passport process, if possible.

6. What if adjustments are delayed or not implemented

If adjustments are being delayed or not being implemented, try and find out why.

There may be legitimate reasons such as a problem with the equipment supplier or perhaps the cost is too high. If there seems to be a reluctance to deliver, revisit the action points and check whether the adjustments have been clearly stated, and it has been agreed who is responsible for implementing each element.

If the delay is because you don't know what adjustments are possible, remember that there is specialist advice available (see section 5 on page 38). Line managers should contact the human resources department.

Remember, in relation to disability, employers are legally obligated to provide reasonable adjustments. Refusing to do so, or treating an

employee differently due to their disability, could be discriminatory. The RCN Direct online advice guide *Disability discrimination and the Equality Act 2010* provides further details on this, including information for those in Northern Ireland. Visit: rcn.org.uk/Get-Help/RCN-advice/disability-discrimination-and-the-equality-act-2010

If there is a challenge or barrier that can't get resolved, employees can contact a union representative who can assist in negotiations. Safety reps can support individuals with health and safety needs, and can work with stewards on employment issues like these.

For support and advice, RCN members can visit: rcn.org.uk/get-help/contact-advice

7. When adjustments fail

It is in everyone's interest to keep a dialogue going and try to resolve issues locally.

Is the reason for the failure obvious? Is it because the agreed adjustments weren't working, or due to a lack of support? Are there other factors, such as staff shortages, that are making the adjustments feel unsustainable?

Either the staff member or the line manager can request to review the passport and see what can be updated to make adjustments work.

Outside advice can be helpful to get things back on track including: from occupational health, human resources, the employee's trade union and specialist charities related to the employee's health issue.

If this isn't possible, or doesn't work, it is time to find out why and what options are available. In these circumstances, the passport remains a useful document as it can evidence what has, and hasn't, been done.

At this stage, if they haven't already, the employee should seek advice from their trade union or other employment law specialist. For support and advice, RCN members can visit: rcn.org.uk/get-help/contact-advice

8. When it is not possible to remain in your role

Sometimes, despite everyone's best efforts, it is simply not possible to continue in your current role or to remain in any employment.

If reasonable adjustments have been fully explored but a sustainable outcome has not been possible, this can be a very difficult time. Health care professionals are rightly proud of the work they do, and their caring role forms part of their identity. In addition, work is a significant part of our daily lives and losing this can mean losing a lot of social interactions.

Sometimes leaving a role is essential to have time to recuperate and regroup. It doesn't always mean never working again.

Ill health retirement in a pension scheme may be possible. There is a criteria to meet and how much someone will get is often dependent on their contributions, so it is important to take advice.

Whether moving, leaving or retiring, there is help and support to get past this transition. The RCN's Peer Support Service finds that many people forced to leave their jobs due to health issues do just fine – it just takes time.

The RCN can offer members help with these services:

- **Counselling** – We speak to hundreds of RCN members every year, so we really know the challenges facing health care workers
- **Peer support service** – Getting support from other members with lived experience of disability issues and know what it's like to be in that position
- **Careers** – Supporting members to find a role that suits their change in ability. This includes online careers guidance which contains useful tools that help identify expertise and transferable skills. Telephone careers coaching is also available
- **Financial wellbeing** – An online area on the RCN website providing advice on welfare benefits and income maximisation

- **Regional support** – The RCN can provide support for members to negotiate their exit from their employment contract and, if appropriate, advice on ill health retirement.

After exploring RCN's online resources, members can contact RCN Direct for referrals to services for further support: rcn.org.uk/get-help/contact-advice

9. Students on placement

Nursing students can use the principles of the guidance to have conversations with their practice supervisor or assessor.

Communication between the university and placement provider is often an area of difficulty for students who require reasonable adjustments. Don't assume that because you have disclosed a disability to your university, your placement provider is aware that you require reasonable adjustments.

Be proactive in establishing contact with your next placement as early as possible to discuss your requirements. Check if there is an existing document that you can use to document your requirements, if not a version of RCN's template passport may work for you.

RCN student members who are facing difficulties on placement due to a disability should contact the College for support at: rcn.org.uk/get-help/contact-advice

10. Resources and links

RCN resources and support:

RCN Health Ability Passport template: rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Health-Ability-Passport

RCN Peer Support: Removing Disabling Barriers at Work: rcn.org.uk/professional-development/publications/pub-007-788

Member Support Services: rcn.org.uk/Get-Help/Member-support-services

Member Stories: rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Member-Stories

RCN Peer Support Service – Information for students: rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Students

Disability discrimination and the Equality Act 2010: rcn.org.uk/Get-Help/RCN-advice/disability-discrimination-and-the-equality-act-2010

External resources and support:

Skills for Health - Disability at Work: haso.skillsforhealth.org.uk/web-resources/#resourceDisability-at-Work

GOV.UK - Access to Work: get support if you have a disability or health condition: gov.uk/access-to-work

NHS Employers - NHS health passport: nhsemployers.org/publications/nhs-health-passport

NHS Employers – Making reasonable adjustments to support disabled staff in their roles: nhsemployers.org/articles/making-reasonable-adjustments-support-disabled-staff-their-roles

Get involved and share your experience:

Peer Support Service: rcn.org.uk/Get-Help/Member-support-services/Peer-support-services

Workplace Adjustments Database: rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Workplace-Adjustments-Database

Notes

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