

Simplifying & Democratising Workplace Adjustments

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ILO Forum on Reasonable Adjustments in the Workplace

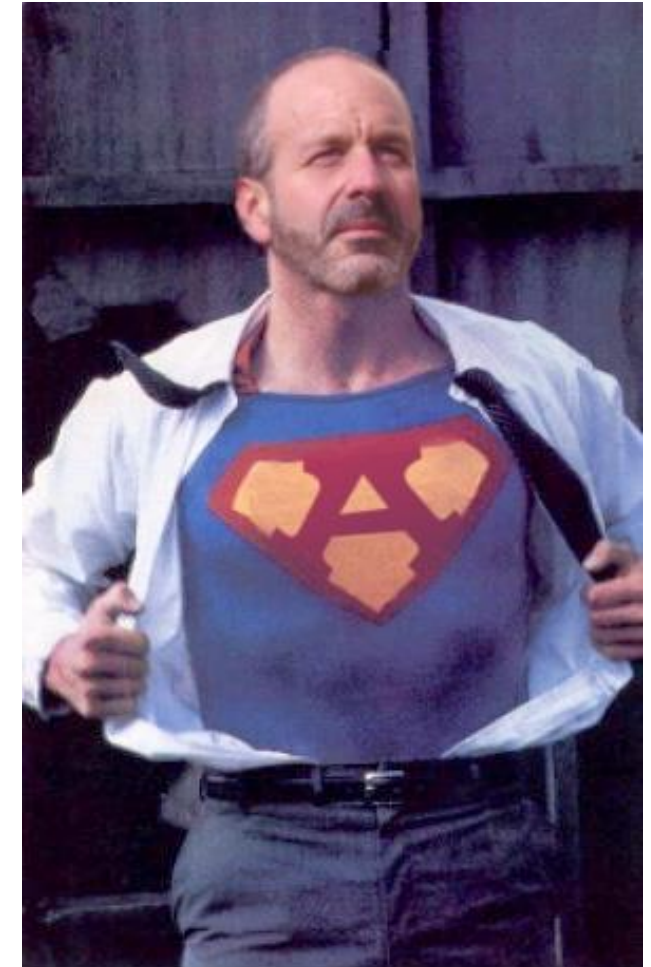


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Graeme K Whippy

- Historically an IT professional
- IT Accessibility pioneer in the early 00s
- Whole-business approach to disability in employment
- Expert in Workplace Adjustments
- 16 years in financial services
- Currently working mainly in Media/TV







Shifting attitudes

~~Reasonable~~ Adjustments

Proof of disability **NOT NEEDED**

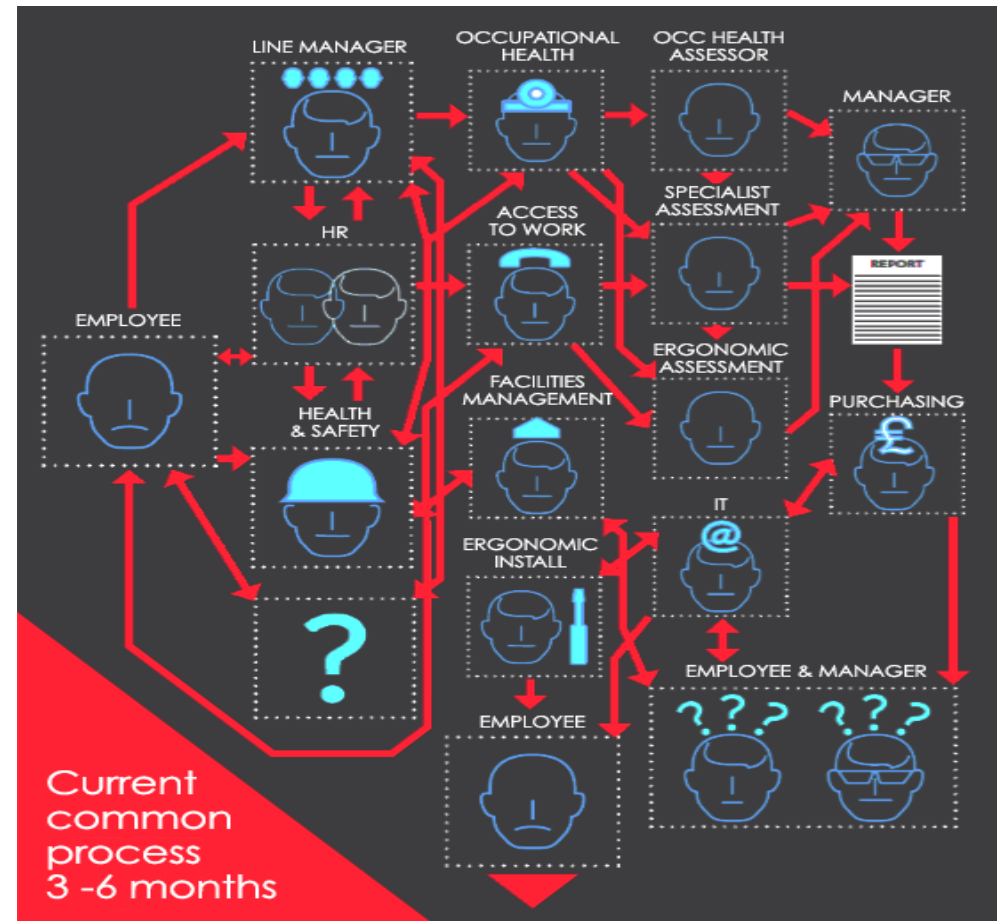
~~Not trusted~~ **NOT TO PLAY THE SYSTEM**





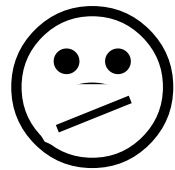
The old way

- Multiple entry points
- Multiple stakeholders
- Diffused responsibility
- Lots of back & forth
- Everything has to be approved each time
- Line manager has to drive process & pay



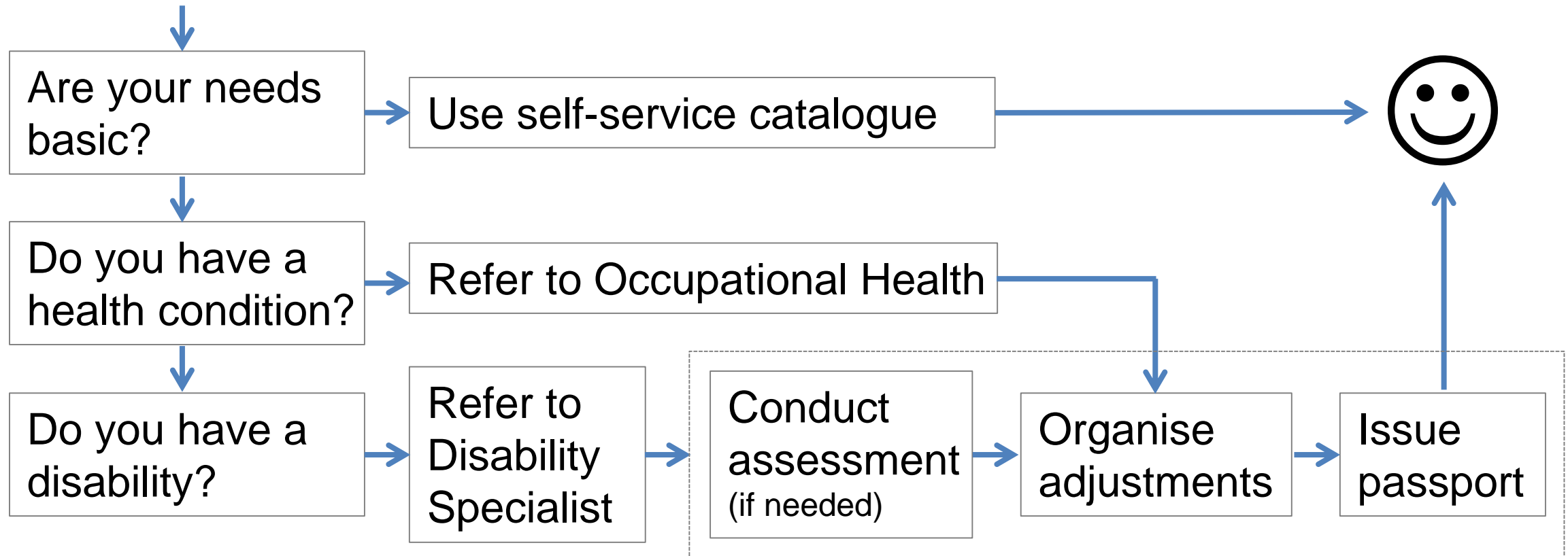


The new way



I need adjustments

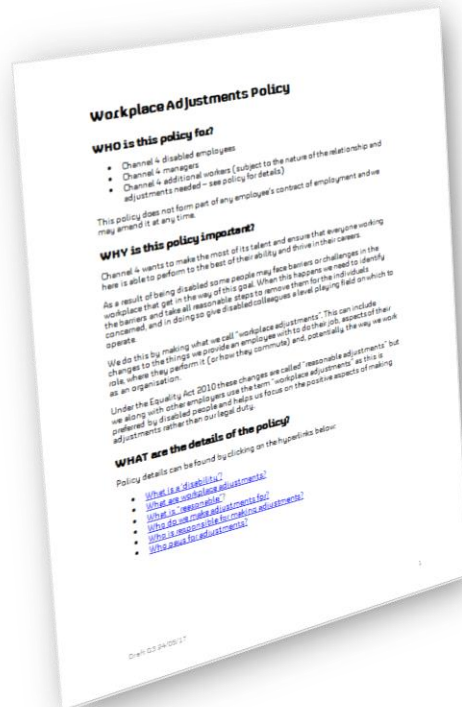
- **Employee is empowered and trusted**
- **Effort and cost burden removed from manager**







The benefit of a clear policy



- What is a ‘disability’?
- What are workplace adjustments?
- What is “reasonable”?
- Who do we make adjustments for?
- Who is responsible for making adjustments?
- Who pays for adjustments?



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