psr: Public Sector Resourcing
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Reasonable Adjustments

A reasonable adjustment is a change or support put in place to remove or reduce barriers for individuals with disabilities.

These adjustments are designed to ensure equal access and opportunity during recruitment and in the workplace.

They are a legal right under the Equality Act 2010 and their purpose is to create a fair and inclusive environment where everyone can perform at their best.

Examples of Reasonable Adjustments

- Offering extra time or breaks during assessments or interviews.
- Providing interview questions in advance.
- Allowing assistive technology or alternative formats (e.g. large print).
- Adjusting communication methods or environment (e.g. reducing noise or visual distractions).

How to request a reasonable adjustment

- You can request reasonable adjustments via your application form by simply detailing what support you require.
- You can let our team know when they contact you to discuss the role.
- There is no need to disclose a diagnosis, just tell us what support you need.

Further support available

- You can find more information on reasonable adjustments below.

Find out more

- You can also reach out to your recruiter for further guidance.

What happens next?

- Our recruitment team will liaise with the hiring manager to inform them of any reasonable adjustments required throughout the hiring process
- All requests are confidential and handled with care and sensitivity.

We're here to ensure you feel supported, included and empowered throughout your journey with us.

Managed by
AMS