



Reasonable Adjustments

What is it – People with a learning disability (LD) face sharp healthcare inequalities. 1,200 people with a learning disability die avoidably every year, when good healthcare could have saved their lives. People with LD die on average 17 years younger than the general population. That's why making reasonable adjustments for people with LD is so important.

Why it matters - Equality Act 2010: public sector organisations have to make changes in their approach or provision to ensure that services are accessible to disabled people as well as everybody else. Reasonable adjustments can mean alterations to buildings eg lifts, wide doors, ramps, tactile signage, but may also mean changes to policies, procedures and staff training to ensure that services work equally well for people with LD.



What to do next – There is a lot more information out there to read about reasonable adjustments:
<http://www.mencap.org.uk/TMWhospitalstaff>

<https://www.england.nhs.uk/learning-disabilities/improving-health/reasonable-adjustments/>

<https://www.gov.uk/government/publications/reasonable-adjustments-for-people-with-learning-disabilities>



Information – A person with LD will have: 1) a significantly reduced ability to understand new or complex information and to learn new skills; impaired intelligence, 2) a reduced ability to cope independently; impaired social functioning. These will have started before adulthood, with a lasting effect on development. This doesn't include conditions like dyslexia, which cause a specific difficulty with one type of skill but not a wider intellectual impairment.

Key Outcomes / Learning – You can ensure people with LD have good access to healthcare by supporting them to:

- Be on the GP LD register
- Add additional information to their summary care record
- Have the right health checks, screening and immunisations
- Carry out the actions in their health action plan

Information Sharing – NHS England are working to ensure health care staff know if they need to make reasonable adjustments for people with LD when they attend health appointments. To do this they are developing a way of putting a 'reasonable adjustment flag' on a person's health record. This work is being tested with people with a LD at the moment. NHSE video <https://youtu.be/rophfy0bPhI>

What does it involve – Reasonable adjustments can be simple changes made by one healthcare professional, or they can be more complex and need multiple teams to work together. This could be things like: providing easy read appointment letters, priority appointments or longer appointments.



Lincolnshire
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