

Employer Frameworks and Support for Workplace Accessibility

- **Legal and Regulatory Frameworks**
 - Equality Act 2010: Places a legal duty on employers to make reasonable adjustments for disabled employees. This is the statutory foundation of workplace accessibility in the UK.
 - Health and Safety Executive (HSE) - Workplace Adjustments Guidance: Provides guidance for employers on accommodating health conditions and disabilities within workplace design.
- **Government Schemes**
 - Access to Work (DWP): Continues to play a central role in funding workplace adjustments, assistive technology and job coaching once an individual is in employment.
 - Disability Confident Scheme: Encourages employers to recruit and retain disabled people, with progressive levels of commitment and reporting.
 - Fit for Work and Occupational Health Services: Provide employer guidance and assessment support to sustain employees experiencing health-related challenges.
- **Employer Networks and Business Bodies**
 - Business Disability Forum: Provides consultancy, benchmarking tools and practical guidance to employers on embedding accessibility across recruitment, retention and progression.
 - The Valuable 500: A global movement of companies committing to disability inclusion at board level.
 - CIPD – Chartered Institute of Personnel and Development: Publishes guidance on inclusive HR practice and workplace adjustments.
- **Workplace Technology and Inclusive Design**
 - AbilityNet Workplace Assessments: Offers assessments and practical advice for employers implementing assistive and accessible technology.
 - TechAbility (Natspec): Provides expertise in assistive technology for education and employment settings.
- **Cultural and Retention Focus**
 - ACAS – Workplace Adjustment Guidance: Advises employers and employees on rights, responsibilities and good practice in workplace adjustments.
 - Mind Workplace Wellbeing Resources: Supports employers in creating inclusive environments for employees with mental health conditions.