
Reasonable adjustments





We are the Nursing and Midwifery Council (NMC).



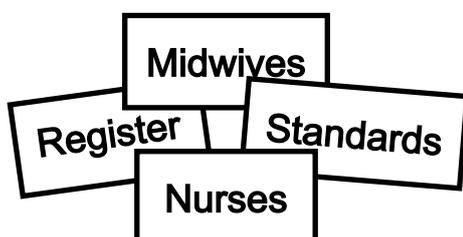
We make sure **nurses, midwives** and **nursing associates** are safe and kind, and have the skills and knowledge they need to do their jobs well.



This way people will be safer, healthier and trust our services.



This document talks about how we will help disabled people to use our services.



Some words are in **bold**. There is a list of what they mean at the end of this report.

What are reasonable adjustments?



The Nursing and Midwifery Council wants to make sure that everyone has the same chance to use our services.



We want people to find it easy to talk to us.



Sometimes our services may be hard for people to use if they:

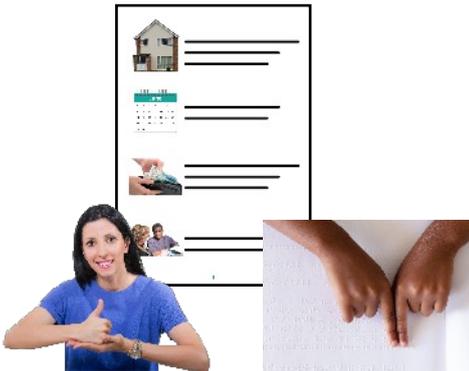
- are disabled



- have a health problem

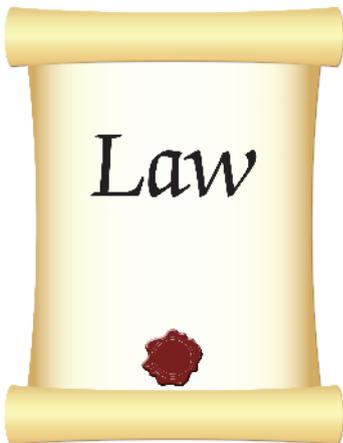


- have a mental health condition.



So we will make **reasonable adjustments** if you need them.

A **reasonable adjustment** is changing the way we usually do things to make sure that everyone can use our services.



The law says organisations must consider changing the way they do things for disabled people so they have the same opportunities.



We also consider making reasonable adjustments for people who are not disabled but who face **barriers** when using our services.

What is a disability?



A disability is something that makes it harder for a person to do daily activities.



Sometimes you can see a disability and sometimes you can't.



There are lots of different disabilities:

- some disabilities change how people learn



- some are physical disabilities, which means they affect your body



- some are mental disabilities which means they affect your brain.



Mental health conditions such as anxiety, depression, bipolar disorder and panic attacks affect how a person feels and thinks.

How we understand disability



We use the social model of disability to understand when we need to make any changes to our services.



The social model says that people are disabled by the way society or services work.



We will try to make the right reasonable adjustments so that people find our services easier to use.



We will not judge a person for their disability or health condition.



We understand that reasonable adjustments may change as a person's disabilities change.

How we can provide reasonable adjustments



The role of our organisation is to keep people safe when they use nursing and midwifery services.



We will always try to improve our services if they are not easy for people to use.



But we only have to make changes that are fair for us to do.



If you ask us to do something we are not sure about, we need to think about:

- if we can do it



- if it will help



- how long will it take



- how much it will cost us

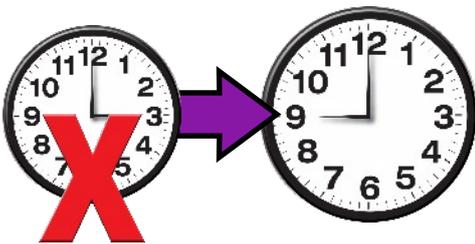


- if making the change will put other people at risk.



Here are examples of reasonable adjustments:

- we can give someone a special chair to help with a hip or back problem



- we might change the time of a meeting to help someone with anxiety



- if our buildings are hard for people to get into, we could add a ramp.

We will make it easy for people to ask for adjustments



To help us to make the right changes, we want people to ask us for help.



We will also ask people if they need adjustments.



Most of the time, we will not need a letter from your doctor.



We will not tell others about your disability unless we need to.



We will tell you about how we will use the notes we take.



We will try to make the reasonable adjustment as soon as possible.

Questions



If you have a question or would like help to use our services, you can call us on **020 7681 5830**.



We will look again at this document in August 2025 but you can talk to us about it at any time.



Email: equality@nmc-uk.org

What the words mean

Barriers

Things that can stop people from doing things

Disability

A disability is something that makes it harder for a person to do daily activities.

Midwives

People who are trained to give women support, care and advice during pregnancy, labour and after the baby is born.

Nurses

People who are trained to give safe and kind care to help people who have health problems and to help people to stay well.

Nursing associates

This is a role in England. Nursing associates are trained to work with nurses to support and care for patients.

Reasonable adjustment

A reasonable adjustment is changing the way we usually do things to make sure that everyone can use our services.

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