DIVERSE JOBS MATTER

Hidden Disabilities at Work Checklist for UK Employers

Use this checklist to review your organisation's approach to disability inclusion and identify opportunities to create a more accessible and supportive workplace.

Workplace Culture

- [ ] Employees can request support without fear of stigma.
- [ ] Managers understand hidden disabilities.
- [ ] Disability awareness training is available.
- [ ] Employees are treated respectfully and fairly.

Workplace Accessibility

- [ ] Employees can request reasonable adjustments.
- [ ] Workspaces and equipment are reviewed for accessibility.
- [ ] Flexible working arrangements are considered where appropriate.
- [ ] Meetings and communications are accessible.

HR Policies

- [ ] Disability-related absence is considered appropriately.
- [ ] Reasonable adjustment requests are handled consistently.
- [ ] Confidentiality procedures are followed.
- [ ] Policies are reviewed for potential disability discrimination.

Ongoing Support

- [ ] Adjustments are reviewed when circumstances change.
- [ ] Employees can access relevant support resources.
- [ ] Managers know when to seek HR guidance.
- [ ] Employee feedback informs workplace improvements.

This checklist can help employers identify areas for improvement and develop a more inclusive workplace.

Notes / Actions to Follow Up

This resource is intended as a practical workplace review tool and is not legal advice. Employers should consider their specific circumstances and applicable UK requirements.