

# Workplace adjustments toolkit

Resources to support forces to recruit and retain colleagues with disabilities and neurodiversities

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The workplace adjustments toolkit provides resources to help police forces create inclusive and supportive environments for colleagues with disabilities and neurodiversities.

Developed in collaboration with the National Police Chiefs' Council (NPCC), and shaped by input from officers and staff with lived experience of disability and neurodiversity, the toolkit brings together practical guidance, best practice and real-life examples from across policing.

The toolkit includes:

- guidance on forces' legal duties under the Equality Act 2010 regarding workplace adjustments
- best practice for using workplace adjustment passports
- process maps for achieving disability confident scheme levels 2 and 3
- case studies from forces
- links to helpful resources and external organisations

The toolkit will continue to evolve as new resources and examples are added. If your force would like to contribute learning or case studies, please contact [d&i@college.police.uk](mailto:d&i@college.police.uk).

## Why the toolkit was developed

The toolkit was created in response to recommendations from the 2021 [Discovery report into workplace adjustments](#) commissioned as part of the Police Uplift Programme.

The report explored how police forces can better support colleagues with disabilities or neurodiversities, with the aim of attracting, retaining, and developing a diverse workforce whose skills and abilities contribute to delivering improved services to our communities.

## How it can be used

The toolkit can be used by:

- HR and inclusion teams looking to design strategies that support a diverse workforce
- line managers to better understand how to remove barriers, promote wellbeing and empower colleagues to thrive
- anyone seeking to contribute to a more inclusive and supportive workplace

By using the toolkit, it can enable forces to foster a culture of inclusion, helping all officers and staff reach their full potential.

## Workplace adjustments toolkit

### Guidance

- [Workplace adjustment duties under the Equality Act 2010](#)
- [Workplace adjustments passports](#)
- [Process maps for becoming disability confident](#)

### Case studies

You will need to log in to College Learn at access the case studies

- [Redefining success: my ADHD journey](#)
- [Empowering neurodiversity in the workplace: neuro-vision train the trainer](#)
- [Elevating accessibility: journey to disability confident level 3](#)
- [Beyond the surface: exploring my invisible disability](#)
- [Custody suite adaptations](#)
- [Disability confident leader level 3 – self submission](#)
- [Disability confident leader level 3 – lived experience](#)

### Further information

- [Neurodiversity glossary of terms](#)
- [Protected characteristics and personal information](#)

### External resources

- [ADHD in custody – a guide to police custody for ADHDers \(Neurodiversikey\)](#)
- [Designing for accessibility posters \(Home Office\)](#)

- [Disabled Police Association \(DPA\)](#)
- [Dyslexia friendly style guide \(British Dyslexia Association\)](#)
- [Equality Act 2010: guidance \(GOV.UK\)](#)
- [Making your service accessible: an introduction \(GOV.UK\)](#)
- [National Police Autism Association](#)
- [Neuroinclusion at work \(CIPD\)](#)
- [The National Police Wellbeing Service \(Oscar Kilo\)](#)
- [Understanding accessibility requirements for public sector bodies \(GOV.UK\)](#)
- [Web content accessibility guidelines \(WCAG\) 2 overview \(W3C\)](#)
- [What reasonable adjustments are \(Acas\)](#)

## Tags

Diversity and inclusion