

Turning Your Assessment Into Reasonable Adjustments

TL;DR · QUICK SUMMARY

- A diagnosis can (but doesn't have to) support a formal request for reasonable adjustments.
- In the UK, the Equality Act 2010 gives employees the right to reasonable adjustments if a condition meets the legal definition of disability.
- Translate clinical findings into practical, specific workplace requests.
- A written record of your request helps protect you and clarify expectations.

A Note Before You Read On

This resource offers general guidance and reflects common experience, not professional, legal, medical or financial advice. It is not a substitute for employment law, HR policy, occupational health guidance, or individual professional assessment. Every person's experience of neurodivergence is different, so please adapt anything here to your own situation. The Uniquely Wired Network does not accept liability for decisions, actions or outcomes arising from the use of this material. If you need advice specific to your circumstances, please consult a qualified professional (e.g. HR, legal, medical, or financial advisor).

Why This Matters

An assessment report is often full of clinical language that doesn't translate obviously into day-to-day workplace changes. Bridging that gap yourself makes it much more likely you'll get useful support.

What This Might Look Like

- Reading your assessment report and picking out anything that maps to your work challenges.
- Turning "difficulty with sustained auditory attention" into "I'd like meeting notes in writing."
- Submitting a written adjustment request to your manager or HR.

From Report to Request

- Re-read your report and highlight anything relevant to your work environment or tasks.
- Translate clinical language into plain, specific requests (e.g. “sensory sensitivity” → “quieter desk space”).
- Prioritise 2–3 changes that would make the biggest difference, rather than an overwhelming list.

Making the Request Formally

- Put your request in writing, referencing your diagnosis if you're comfortable disclosing it.
- You don't have to share the full report; a summary letter from your assessor is often enough.
- Ask HR or occupational health what their process is for reasonable adjustments.
- Keep a copy of what's requested and agreed, including any timelines.

The Legal Basics (UK)

- Under the Equality Act 2010, many neurodivergent conditions can meet the legal definition of disability.
- Employers have a duty to make “reasonable” adjustments; what counts as reasonable depends on your role, workplace size and resources.
- This is general information, not legal advice; ACAS or a solicitor can advise on your specific situation.

Helpful Phrases You Can Borrow

You don't have to use these exact words. Take what fits and leave the rest.

“Following my recent assessment, I'd like to formally request some workplace adjustments. Can we set up a time to discuss this?”

“Here's a summary of what would help, based on my assessment. I'd like to agree next steps in writing.”

Quick Tips

- Be specific: “I need flexibility” is harder to action than “I need to start at 10am.”
- Prioritise your top few requests rather than listing everything at once.
- Put requests in writing and keep a copy.
- You can request a review period to see if adjustments are working.
- Occupational health can help translate clinical findings into workplace recommendations.
- If in doubt about your rights, ACAS offers free, confidential guidance.

Want to Know More?

- See our companion guide: “Examples of Adjustments” for ideas to draw from.
- ACAS ([acas.org.uk](https://www.acas.org.uk)) has detailed guidance on reasonable adjustments and the Equality Act 2010.
- See our guide “Handling a ‘No’ to an Adjustment” if a request is declined.

Before You Go

You don't need to have it all figured out; most workplaces are used to a bit of back-and-forth on this.

Asking for what helps you do your best work is a reasonable, professional thing to do.