

# Making workplace adjustments

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New discovery report outlines recommendations for improving diversity and inclusion

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We've published a [new report into workplace adjustments](#), exploring how forces can better support colleagues who are neurodivergent or have a disability.

The report was commissioned as part of the National Police Chiefs' Council's (NPCC) Police Uplift Programme, and highlights strong leadership, effective employee networks, culture and language as some of the key focus areas to improve inclusion across policing. It includes:

- lived experiences of police officers and staff
- a review of existing approaches to workplace adjustments
- examples of emerging best practice
- recommendations for the NPCC, College of Policing and forces to help support colleagues who are neurodivergent and those with disabilities

A working group is now reviewing the recommendations, chaired by Deputy Chief Constable Amanda Blakeman – the NPCC's lead for disability. These recommendations will be delivered over the next two years.

DCC Blakeman said: 'Our colleagues' stories show us that simple adjustments can make a huge difference, empowering individuals to give their best and helping forces to build strong inclusive teams that are reflective of our communities.'

## Read the report

• [Discovery report into workplace adjustments \(pdf\) 528.32 KB](#)

Diversity and inclusion   Equality   Underrepresented groups