

# Workplace adjustments resources support diversity in policing

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New toolkit supports forces to recruit and retain colleagues with disabilities and neurodiversities

News 3 mins read

We've developed a [workplace adjustments toolkit](#) to help forces create a welcoming environment for colleagues with disabilities or neurodiversities.

The toolkit of resources was created in collaboration with the National Police Chiefs' Council (NPCC) and officers and staff with neurodiversities and disabilities.

The resources in the toolkit include:

- guidance about forces' legal workplace adjustments duties, good practice for workplace adjustment passports, and process maps for achieving Disability Confident scheme levels 2 and 3
- case studies from forces
- links to other helpful resources and organisations

More resources will be added to the workplace adjustments toolkit over time. If you would like to share your force's learnings, contact [d&i@college.police.uk](mailto:d&i@college.police.uk).

## Why the toolkit was developed

The toolkit was developed in response to recommendations from the 2021 [Discovery report into workplace adjustments](#).

The discovery report was commissioned as part of the Police Uplift Programme, which has led to many forces attracting new and diverse staff. It explored how forces can better support colleagues who have a disability or neurodiversity, to attract and retain diverse staff who can use their skills and capabilities to help deliver a better service to our communities.

## How it can be used

The resources in the toolkit can be used by human resources and inclusion teams to create initiatives that support their workforce with diverse needs.

They can also help line managers to understand the value of removing barriers for colleagues with disabilities or neurodiversities, support their wellbeing and help unlock their potential.

## Workplace adjustments toolkit

### Guidance

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

### Case studies

These case studies are available on College Learn (you will need to log in).

- [Inclusive interviews and on-boarding](#)
- [Using personal development reviews to advance inclusion](#)
- [Listening circles](#)
- [Inclusive interviews](#)
- [Quality assurance checklist for accessibility](#)
- [Promoting Global Accessibility Awareness Day](#)
- [My policing career as a dyslexic officer](#)

### Related information and resources

- [Designing for accessibility posters \(Home Office\)](#)
- [Disabled Police Association \(DPA\)](#)
- [Dyslexia friendly style guide \(British Dyslexia Association\)](#)

- [Making your service accessible: an introduction \(GOV.UK\)](#)
- [National Police Autism Association](#)
- [Neurodiversity glossary of terms](#)
- [Protected characteristics and personal information: Guidance for forces in requ...](#)
- [Safe to Say campaign \(Police Uplift Programme\)](#)

## Tags

Diversity and inclusion   Equality