

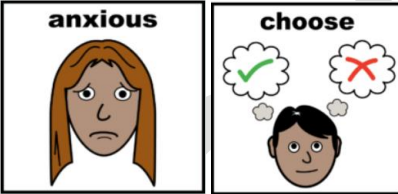







### Reasonable Adjustments:

#### Supporting People with a Learning Disability, and/or Autism

BSW LeDeR Learning	Reasonable Adjustment Solution Ideas
<p><b>Hidden disability</b></p> 	<p>Flag on records to alert all staff to needs/adjustments required.</p> <p>Offer/promote Sunflower lanyard to enable visual clue to hidden needs</p> <p>Ensure a Health/Hospital Passport is in place, shared, updated, and followed</p>
<p><b>Noise/Bright Lighting</b></p> 	<p>Find/dedicate a quiet waiting area to reduce impact of noise</p> <p>Reduce brightness in dedicated waiting area to reduce sensory stimuli</p>
<p><b>Anxiety/Anger/Procedure planning</b></p> 	<p>Offer visits to see and understand the appointment area, meet the staff, carer support and social stories</p> <p>Easy Read information, preparation visits, capacity assessment, advocacy support and continuity of staff</p>
<p><b>Promoting Understanding</b></p> 	<p>Double appointment times to ensure time to explain and gain understanding.</p> <p>Provide a simple written/printed summary of advice and actions to follow.</p> <p>Easy Read materials to support information sharing and understanding</p> <p>Ensure carer/support person attends too</p>
<p><b>Non-attendance</b></p> 	<p>Carer/family support for appointments</p> <p>Text reminders</p> <p>Non-responders follow up process</p>
<p><b>Medication/health compliance concerns</b></p> 	<p>Annual Health checks with a health action plan</p> <p>Medication reviews</p> <p>Carer/family support during appointments</p> <p>Consider specialist referrals for support i.e. Community LD team</p>