Is it reasonable? Four questions

The law doesn't define "reasonable". Tribunals weigh up four things, and you can use the same four.

1 Would it help?

It doesn't have to be certain. A real chance that it removes the disadvantage is enough.

2 Is it practical?

Can you do it with the people, space and systems you have?

3 What does it cost, after funding?

Most cost little or nothing. Access to Work funding counts, and employers with fewer than 50 staff usually pay nothing towards equipment.

4 What can your organisation do?

A council can be expected to do more than a charity of twelve.

The same request at two employers. "Can I come off the 7am opening?"

	A council team of 30	A charity of 12
Would it help?	Yes. Mornings are hardest for them.	Yes, for the same reason.
Is it practical?	Thirty people share the opening rota.	Only three people can open, so two would take every early start.
Likely answer	**Yes.** Off the opening rota.	**Part yes.** Opening once a week instead of three times.

> **Weigh all four together, for this person and this job.** If one step isn't reasonable for you, look for another that removes the same barrier.

Going further. I run this session privately for teams, using your own situations and your own policy. hughokeeffe.com/work-with-me

From The Small Print, a free monthly session for managers and HR on what to do when disability comes up at work. Hugh O'Keeffe, Disability, Access and Inclusion Consultant. hughokeeffe.com. I'm not a lawyer and this isn't legal advice. Use it as a way in, and get advice on anything already in dispute.