# Reasonable Adjustments Passports

Cardiff UCU notes that Cardiff University now has a [Reasonable Adjustment Form](https://intranet.cardiff.ac.uk/staff/wellbeing-and-support/disability-support/reasonable-adjustments). This resembles the Reasonable Adjustments Passports recommended by the [TUC in general](https://www.tuc.org.uk/disability-passports-what-reasonable-adjustments-passport), and [UCU in particular](https://www.ucu.org.uk/media/10225/Reasonable-adjustment-passport/pdf/ucu_adjustment_passport_apr19.pdf).

The differences, however, are not insignificant. First and foremost, we support the social model of disability and believe that the processes and language used should be grounded in the acknowledgement that it is society’s barriers that disable a person. Below are the particular aspects of the reasonable adjustments form that we believe are inconsistent with this foundation:

* The Cardiff University document uses the second person (you) instead of the first person (I), which results in feelings of being ‘secondary’ in the person requesting the adjustments. Written in this way, the form comes across as another example where marginalised people are ‘done to’ rather than worked with as equals.
* The Cardiff University document has a long section about what makes an adjustment reasonable. While this information is important for line managers, it should be separated from the form, as it can result in feelings of ‘being a burden’ in the person requesting the adjustments. This is not acceptable.
* Reasonable adjustments passports are live documents, with space for notes at each review point. Additionally, they explicitly cover fluctuating conditions and how these can result in different needs at different times. This more dynamic approach is more appropriate as a person’s needs may change over time rather than remain static, and the individual will know best what approach to take to changes and review.

We request that the University adopt the Reasonable Adjustments Passport model and attendant policy.