

How to Ask for Reasonable Adjustments

A guide for autistic people in Lewisham

Reasonable adjustments are changes that help autistic people access education, healthcare, employment and services more fairly and comfortably.

Many autistic people experience difficulties not because they are autistic, but because environments are not adapted to meet their needs.

Reasonable adjustments can help reduce stress, anxiety, sensory overwhelm and communication barriers.

What Are Reasonable Adjustments?

Reasonable adjustments are small or significant changes made to remove barriers.

Under the Equality Act 2010, autistic people may be legally entitled to reasonable adjustments in many settings.

This can include:

- Workplaces
- Schools
- Colleges and universities
- GP surgeries and hospitals
- Public services

Examples of Reasonable Adjustments

Communication Adjustments

- Receiving information in writing
- Clear and direct instructions
- Extra processing time
- Avoiding ambiguous language
- Having questions shared in advance

Sensory Adjustments

- Access to quieter spaces
- Reduced lighting
- Noise-reducing equipment
- Flexible seating
- Working from home where possible

Routine and Structure

- Predictable schedules
- Clear expectations
- Advance notice of changes
- Breaks during long sessions

Emotional Wellbeing Support

- Regular check-ins
- Flexible deadlines
- Access to support staff
- Support during transitions or stressful periods

Asking for Adjustments at Work

You do not need to explain every detail about your autism.

You can simply explain:

- What difficulties you experience
- What adjustments would help
- How these adjustments improve your ability to work or participate

Example:

“I sometimes need written follow-up after meetings to help me process information clearly.”

or

“I find noisy environments overwhelming and work better in quieter spaces.”

Asking for Adjustments in Education

Schools, colleges and universities can often support with:

- Extra time
- Quiet rooms
- Flexible attendance support
- Mentoring
- Sensory accommodations
- Alternative communication methods

You can speak to:

- A SENCO
- Tutor
- Student support team
- Disability support service

Asking for Adjustments in Healthcare

Healthcare appointments can feel overwhelming for autistic people.

You can request:

- Longer appointments
- Written follow-up information
- Quiet waiting areas
- Communication adjustments
- Flexibility around phone calls

It can help to explain what specifically makes appointments difficult.

Helpful Tips When Asking

Be specific.

Instead of saying: "I struggle sometimes."

Try: "I process verbal information more slowly and benefit from written instructions."

Focus on support needs

Adjustments are about removing barriers, not proving your autism.

Put requests in writing where possible

Emails can help create clarity and reduce stress.

Local Support in Lewisham

Lewisham Autism Hub

The Hub can support autistic people with:

- Information and advice
- Employment support
- Signposting
- Advocacy support
- Confidence building
- Workshops and social groups



Employment Support

Lewisham Works

Can support with:

- CV support
- Employment pathways
- Skills building
- Job searching

Access to Work

A government scheme that may help fund workplace adjustments and practical support.

Important Reminder

Reasonable adjustments are not "special treatment."

They are tools that help autistic people participate more equally and safely.

You deserve environments that understand and support your needs.