Visual Impairment

Visual impairment refers to a condition in which an individual's vision is significantly impaired or limited, making it difficult for them to see and perceive the world around them as fully and clearly as someone with normal vision. Visual impairment can vary in severity, from mild to profound, and it can be caused by various factors, including eye diseases, injuries, congenital conditions, or neurological disorders. It is important to note that the term "visual impairment" is broad and encompasses a wide range of conditions, each with its own unique characteristics and challenges.

People with visual impairment may experience the following symptoms:

- Lower rates of workforce participation and productivity.
- Higher rates of depression and anxiety.
- Difficulty in visually recognizing colleagues and fellow staff members.
- Finding computer screens, print and handwritten documents difficult to read.
- Eye fatigue or pain, and discomfort with bright lights.
- Experiencing migraines, headaches, and overall tiredness.
- Difficulties in dark or dim environments and with judging depth.

Supporting Employees with Visual Impairment

The following list outlines possible reasonable adjustments intended for employees with visual impairment. It is imperative to acknowledge the inherent variability in each individual's requirements, as reasonable adjustments should be tailored to both the specific needs of the individual and the demands of their respective role. Managers should

also seek support from the EDI team to carry out a risk assessment for visually impaired employees. This list is not exhaustive, and it is important to seek advice from the EDI team before implementing reasonable adjustments by emailing Reasonable.Adjustments@sthk.nhs.uk

- Larger screen monitors.
- Magnification software.
- Screen reading software.
- Being flexible about the hours you work.
- Providing accessible documents.
- Adapted keyboard and mouse.
- Digital voice recorder.
- Carry out a DSE (Display Screen Equipment) assessment.