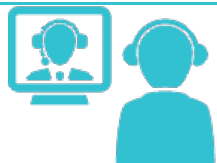


Long term condition(s) and disabilities

A long-term health condition is defined as a condition that cannot at present be cured but can be controlled by medication and therapies. Supporting staff with long-term health conditions helps them to return to and remain in work, which contributes to reduced sickness absence costs and staff turnover.

Approx 15 m people in England have a long-term condition



Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about long term condition(s) and/ or disabilities, and support and resources available
3. Develop your organisational approach to support employees experiencing long term condition(s) and/ or disabilities including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on long term condition(s) and/ or disabilities and ensure the initiative/ activity is evaluated to demonstrate impact



Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- Consider whether it is appropriate for your approach to focus on a condition/ disability (e.g. dementia, cancer, diabetes, autism etc) or long-term conditions/ disabilities in general. It is important to raise awareness of and tackle stigma surrounding long term condition(s)/ disabilities to ensure that employees feel supported and comfortable seeking help and advice when needed.
- Consider providing training to managers to increase understanding and support available. Ensure training includes the development of listening skills and sensitivity and how to have supportive conversations.
- Consider how your workplace could become supportive of long term condition(s)/ disabilities, this could include reviewing the physical workplace environment or further developing recruitment and retention practices (or volunteer opportunities) to support the inclusion of more applicants that may include people with health conditions and/ or disabilities.
- Consider developing specific policy or reviewing policies and procedures to incorporate supportive approaches such as: adjustments within the workplace; flexible working; allowing paid time off to attend appointments; accurately recording absences
- Consider planning a programme of activity focussed on long-term condition(s)/ disabilities to tackle stigma, raise awareness and access to support (and potentially screening/ testing). This could include campaigns, seminars, sharing videos, signposting to online resources.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.



Local/National Resources: Long term conditions

Access to Work [website](#)
 Acas reasonable adjustments [guidance](#)
 ActiveHW Move More [programme](#)
 ActiveHW Active Ageing [programmes](#)

Dementia

ACAS managing dementia in the workplace [blog](#)
 Alzheimer's Society [website](#), [workplace guide](#)
 Dementia Friends organisations [webpage](#)
 Young Dementia UK advice for employers [webpage](#)

Diabetes

Diabetes UK work and diabetes [webpages](#)

Cancer

Macmillan employers [webpages](#) and support [webpages](#)
 Cancer Research UK workplace [webpages](#)

Learning Disabilities

Mencap [website](#)