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Read our FAQs on disability

If you're struggling in work because of a physical or mental health condition, this may be considered a disability and you'll be protected under equality legislation.

Over the course of our working lives, we will all likely need help at some stage. This becomes more likely if you're disabled. If you're worried about how your condition might affect your ability to do your job or stay in work, you may be entitled to help.

Even if you don't want to think of yourself as disabled, there are laws which are there to protect you, and make sure your employer gives you the assistance you need to help you cope in the workplace and do your job as well as anyone else.

Knowing that you're entitled to help is the first step, and your PCS rep will be able to give you any additional assistance you need, particularly around reasonable adjustments or disability discrimination.

The social model of disability

The social model of disability is a way of thinking about disability that says the real problem isn't just the person's physical or mental differences (which are called impairments). Instead, the real problem is that society, including workplaces, is not set up in a way that makes it easy for people with these differences to do things like everyone else.

Frequently asked questions

We've published a [list of frequently asked questions](#) on PCS Digital. If there are any questions which you'd like to see us add to this guide, or any other FAQ guides, you can contact us by emailing editor@pcs.org.uk.