

Guidance re time off to attend appointments as a reasonable adjustment.

This is taken from the 'Unison' website.

Utilising legal entitlements

There is no legal requirement placed on an employer to grant paid time off to attend medical appointments. However, there are important aspects of other equality related legislation that can be utilised in making the case to an employer:

- **Paid time off during normal working hours can be seen as a reasonable adjustment to prevent disadvantage to disabled employees under the 2010 Equality Act;**
- **A pregnant employee (including a woman undergoing fertility treatment from the point of the implantation of fertilised ova) is legally entitled to take time off work with pay during normal working hours to attend ante-natal appointments;**
- **The woman's partner too has a right to time off on up to two occasions to attend ante-natal appointments for a maximum of 6.5 hours each, but there is no legal requirement for employer to grant paid time-off.**
- **People who decide to undergo medical or surgical procedures for gender reassignment will need some time off work. It is unlawful to treat trans people less favourably for being absent from work for gender reassignment than they would be treated if they were ill or injured.**

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