



To whom it may concern;

Re: Migraine in the workplace

The Migraine Trust is the health and medical research charity for migraine in the United Kingdom. We seek to empower, inform, and support those affected by migraine while educating health professionals and actively funding and disseminating research. The Migraine Trust is committed to supporting people living with migraine by providing evidence based information.

There are approximately 8 million migraine sufferers in the UK and there are an estimated 190,000 migraine attacks every day. Despite the vast number of people affected by the condition awareness is low. Just over a third (34.3%) of migraine sufferers face difficulties at work because of their condition. A migraine sufferer may be 'disabled' for the purposes of the Equality Act 2010. A person can be 'disabled' if they have a physical or mental impairment and the impairment has a 'substantial' and 'long term' adverse effect on their ability to perform 'normal day-to-day activities'.

Employers can put adjustments in place to ensure that disabled migraine sufferers are not put at a significant disadvantage in the workplace when compared to non-disabled colleagues. Many of these adjustments are low cost and easy to implement, e.g. flexible working, access to drinking water and disregarding disability related sickness absence. An employee's GP, neurologist, headache nurse, or with appropriate input from the employee, an employer's occupational health adviser will be able to provide information and advice based on the individual's circumstances.

Further information about how to support employees with migraine can be found in our Employment Toolkit (available on our website). As migraine is a fluctuating and episodic condition, The Migraine Trust recommends using The Employer's Forum on Disability Tailored Adjustment Agreement to assist employers to implement and review adjustments.

For more information about migraine please visit www.migrainetrust.org. If you would like to be supported by The Migraine Trust please contact our Advocacy Service on **020 7631 6973** or email advocacy@migrainetrust.org.

Yours faithfully,

The Migraine Trust