

To whom it may concern

## Support for people with migraine in the workplace

The Migraine Trust is the health and medical research charity for migraine in the UK. We fund research, provide evidence-based information, campaign for and support people affected by migraine.

Migraine is a complex neurological condition with a wide variety of symptoms. It is highly prevalent and can be extremely disabling. Migraine is ranked globally as the seventh most disabling disease among all diseases (responsible for 2.9 per cent of all years of life lost to disability/YLDs) and the leading cause of disability among all neurological disorders (Steiner TJ et al JHP 2013).

Migraine may be considered as a disability under The Equality Act 2010. A person will be considered disabled for the purposes of the Act if they meet the following criteria:

1. They have a physical or mental impairment
2. The impairment has a substantial and long term-adverse effect on their ability to perform normal day-to-day activities

Employers can make reasonable adjustments to ensure that people with migraine are not put at a substantial disadvantage in the workplace. Many of these adjustments are low cost and easy to implement; for example, flexible working, frequent breaks, redeployment, stress management and disregarding disability related sickness absence. It is important that adjustments reflect the fluctuating and episodic nature of the condition. Due to the nature of migraine, people with migraine may be more likely to take short periods of sickness absence rather than longer term sickness absence. An individual's health professional will be able to provide information and advice based on the individual's circumstances.

More information is available from our website at [www.migrainetrust.org](http://www.migrainetrust.org). If we can be of any further support to you and your employees please contact us on 020 3951 0150 or email [advocacy@migrainetrust.org](mailto:advocacy@migrainetrust.org).

Yours faithfully,

Helen Balami  
**Advocacy Officer**