



## INFORMATION SHEET

# EMPLOYMENT AND IBD: A GUIDE FOR EMPLOYEES

## INTRODUCTION

If you have Crohn's Disease or Ulcerative Colitis – conditions collectively known as Inflammatory Bowel Disease (IBD) – you may be concerned about your employment position. You may be employed or looking for a new job. You may be on benefits and are thinking about returning to work. While IBD is a chronic (ongoing) condition, with appropriate treatment it is often possible to remain well for long periods. Many people with IBD are able to work and have successful careers.

This information sheet looks at some of the questions you may have about your possible options and how you may be protected by law. Some of the quotes included are from people with IBD who responded to a 2011 Crohn's and Colitis UK survey on IBD and employment. Others are responses provided by people with IBD during the review process of this information sheet.

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## DECIDING WHETHER TO DISCLOSE YOUR IBD...

### ...during the recruitment process

You may be concerned that you will be at a disadvantage if you declare your IBD, whether on an application form, CV or at an interview.

The Equality Act 2010 makes it unlawful for employers to ask invasive questions about your health - including previous sickness absence - before making a job offer. This applies to questions on an application form as well as questions asked during an interview.

This is to encourage employers to consider whether or not you can do the job rather than ruling you out early on in the process because of your health condition.

(There are a few exceptions to this – for details see the Equalities and Human Rights Commission website: [www.equalityhumanrights.com](http://www.equalityhumanrights.com)).

### ...once you've been offered the job

Some job offers may be conditional on a medical examination or on satisfactory completion of a medical questionnaire after the job offer stage. A conditional offer should only be withdrawn on medical grounds at this stage if it can be shown that you would not be able to do the job once reasonable adjustments have been made. (See **What are reasonable adjustments?**). If you deliberately withhold information at this stage and it comes out later, you could risk being dismissed.

In deciding whether to disclose your IBD to a prospective employer, you might find it helpful to speak to a Careers Adviser. The National Careers Service can provide advice on job-hunting and applications for people of any age (see **Other Organisations**).

“

My employer had never heard of IBD before I told her about my condition but I helped her research the illness I have... we talked together about adjustments which would really help me manage my condition at work.

”

Sarah, age 30  
diagnosed with Crohn’s Disease in 2008

If you do decide to mention your IBD to a prospective employer you may also find it helpful to show them our leaflet **Employment and IBD: a guide for employers**.

**...in your current job**

If your diagnosis comes once you are already working, or if your condition becomes worse, you may wonder whether to tell your manager about it. There is generally no legal requirement to disclose a medical condition – unless it is required in your own personal contract of employment.

While some people with IBD decide that they do not wish to disclose their IBD to their employer, there can be some advantages in sharing information about your condition.

Firstly, symptoms can be a strain and it may be a relief to talk about your IBD. Also, if you have made your employer aware of your needs, they are required by law to consider reasonable adjustments.

That said, if you do decide to disclose your condition, you may find that some employers show a lack of understanding, at least initially. If you want some support when you tell your employer, you could ask someone else to accompany you, such as a colleague, an occupational health worker or a trade union representative.

You may also find it helpful to show your employer **Employment and IBD: a guide for employers**.



**CHOOSING WHETHER TO TELL COLLEAGUES**

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Telling my colleagues that I have Crohn’s Disease was definitely a good thing to do as most were supportive and interested. I explained that it is a non-contagious life-long condition that could flare-up or be in remission, just like many other more common and well-known conditions, like asthma. That helped to put it into perspective and made me feel less like the only one who might be unwell at work.

”

Linda, age 56  
diagnosed with Crohn’s Disease in 1960

If you do decide to tell an employer or prospective employer about your IBD, you may not wish it to become public knowledge. You also need to decide if and what you are going to tell your co-workers. Again, there can be advantages in letting others know about your IBD. If fellow staff know that you have a long term condition and what it means, they are more likely to give you the support and assistance you need, helping to create a better working environment.

If they don’t know, they may draw the wrong conclusions or believe you are getting preferential treatment if your employer makes adjustments for you. Being more open could also mean that you wouldn’t, for example, have to hide taking your medication or that you have painful stomach cramps.

It is common for people to feel embarrassed when talking about bowel movements, so you may find it difficult to explain your symptoms, especially urgency and the frequent need to rush to the toilet.

Using our information may help. As well as this leaflet, we also have a number of other information sheets and booklets, such as **Understanding IBD: Ulcerative Colitis and Crohn’s Disease** and **Living with IBD** that you could think about giving to your manager and/or your colleagues. Explaining that IBD is not infectious is often particularly helpful, as this may be a concern. It may also be useful to make it clear that IBD is different from Irritable Bowel Syndrome (IBS).

In our Employment Survey, it was found that eight out of 10 employees had told their employer or HR department about their IBD, and nearly as many had told their co-workers. Most employees said that they felt comfortable about discussing their condition. However just under half of the respondents reported worrying that their colleagues might think that they do not pull their weight at work because of their IBD symptoms. A quarter also said that they worried about being discriminated against in the workplace as a result of their IBD.



## WHAT ARE MY EMPLOYMENT RIGHTS?

Employees have certain legal rights and you may have additional rights in your particular employment contract. You can get further information about general employment rights from several sources including the government website: [www.gov.uk](http://www.gov.uk), ACAS, Citizens Advice (all listed under **Other Organisations**) and trade union representatives.

As someone with IBD, you may be particularly worried about whether your employer can dismiss you for ill health. The law does give some protection here but the level of protection will depend on whether you qualify as disabled under the Equality Act 2010.

For more information about the Equality Act 2010, contact the Equality and Human Rights Commission or your local Citizens Advice Bureau, listed under **Other Organisations**.

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## WHEN IS IBD A DISABILITY?

Many people with IBD do not consider themselves to have a disability, however, anyone with an ongoing illness may qualify for protection against discrimination. When asked whether or not they consider themselves to have a disability, just over half of respondents to our Employment Survey answered yes.

The Equality Act 2010 defines disability as a physical or mental impairment which has an effect on a person's ability to carry out normal day-to-day activities. This includes 'hidden' impairments or disabilities such as incontinence. The effect must be substantial, adverse and long-term. For example, the loss of bowel control is considered substantial and adverse if it is unpredictable and leads to immediate major soiling, even if it is infrequent. Minor but frequent loss of bowel control may also qualify as substantial and adverse. Long-term is generally taken to mean the effect has lasted, or is likely to last, at least a year.

The fact that your IBD is a variable condition, generally with good days and bad days, does not affect your rights. The main point is that the overall effect is long-term.

Importantly, in most cases, treatment for a health condition is not considered when deciding if someone is disabled under the law. This means that you may still benefit from the protection of the Equality Act even if your symptoms are controlled by medication.

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## WHAT PROTECTION DO I HAVE UNDER THE EQUALITY ACT?

If you are considered to have a disability you will qualify for protection under the Equality Act, which covers all aspects of employment from recruitment to selection, training, promotion, dismissal, redundancy and retirement.

Your employer has a legal duty to make 'reasonable adjustments'. They should also look at any alternatives to your current position, such as other duties or different employment. Under the Equality Act, discrimination means either treating a disabled person less favourably than others because of their disability, or failing to make reasonable adjustments to the work place or working arrangements.

Dismissal because of a disability may be unlawful discrimination and you may have grounds for bringing a claim for disability discrimination.

Some employers encourage applications from people who are disabled. If you see a 'positive about disabled people' symbol (with 2 ticks) on a job advertisement, this means that an employer has made a commitment to employ, keep and develop the abilities of disabled staff. This would apply to you if your condition means that you are defined as disabled under the Equality Act (see **When is IBD a disability?**).

You may wish to refer to **www.gov.uk** for further information on the 'positive about disabled people' policy. A Careers Adviser may also be able to help with how this policy can assist you in relation to applying for a particular job.

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One adjustment I felt I needed was to be able to take time off for hospital appointments, without feeling guilty about missing work. My employer then introduced a 'flexi-time' policy for medical appointments, which she has applied to all employees, rather than just me.

”

Sarah, age 30  
diagnosed with Crohn's Disease in 2008

## WHAT ARE REASONABLE ADJUSTMENTS?

You can ask your employer for reasonable adjustments when any aspect of your working arrangements, including the building or place of work or your working hours, puts you at a substantial disadvantage compared to a non-disabled person doing your job. If the Equality Act applies to you, these adjustments are not favours but rights.

However, there is no exact definition about what is or is not 'reasonable,' and factors such as the cost and difficulty in making the adjustment and the size of the employer will be taken into account. Generally, an adjustment is likely to be considered reasonable if it is not too expensive considering the resources of the employer and the type of business.

Helpful adjustments that would not generally be too expensive could include:

- allowing time for medical appointments or treatment,
- flexible working arrangements, such as shorter or different hours,
- unlimited toilet breaks,
- moving your work station close to a toilet,
- providing a car parking space close to the entrance into work,
- allocating some of your duties to someone else,
- offering another place of work,
- providing you with relevant training, for example if some of your duties have been reallocated and you take on new tasks that are more suitable to your needs.

In talking to your employer, it may be useful to have some suggestions ready of changes that would help you.

Where adjustments are expensive, such as installing separate toilet facilities, a scheme called Access to Work may be able to help (see next page).

If you have discussed adjustments with your employer and you find that an agreement cannot be reached, you could raise a formal written grievance. (See **What can I do if I feel I have been treated unfairly?**) For more detailed guidance on your rights, contact the Equality and Human Rights Commission (see **Other Organisations**).

## WHAT IS ACCESS TO WORK?

Access to Work is a government funded scheme to help people with a disability overcome practical difficulties that may stop them from working. It is available for part-time or full-time workers and for those who are self-employed or unemployed and looking for work. It also applies whether you are on a permanent or a temporary contract but does not cover voluntary work.

Besides possible help towards installation of toilet facilities, Access to Work can help in a number of ways such as with the additional costs of travel to work if you are unable to use public transport.

More information about Access to Work is available from [www.gov.uk](http://www.gov.uk)

You can ask the Disability Employment Adviser at your local Jobcentre Plus office to put you in touch with your closest Access to Work Centre.

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## TRAVELLING TO WORK

Many people with IBD tell us that travelling to work or jobs that require travelling are particularly difficult. You may find it helpful to obtain a key for public toilets for disabled people from the Disability Rights UK Radar Shop (see **Other Organisations**.) The Radar Shop can also provide a location guide to approximately 9,000 toilets throughout the UK. You may also be able to purchase a Radar key from your local council.

You may get help with travel costs from Access to Work, as mentioned above. Online resources such as the Great British Toilet Map can be useful in locating your nearest public toilet on your journey to work. See: [greatbritishpublictoiletmap.rca.ac.uk](http://greatbritishpublictoiletmap.rca.ac.uk) for more details.

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## WHAT CAN I DO IF I FEEL I HAVE BEEN TREATED UNFAIRLY?

If you have had a conditional job offer withdrawn on medical grounds but feel that you would have been able to do the job with reasonable adjustments, you can make a complaint to an Employment Tribunal. The Equality Act places the burden of proof onto the employer to show that you have not been discriminated against. You can seek guidance on this from the Equality and Human Rights Commission.

You may also face difficulties because of your IBD when you are in work. Your employer may be able to help if you feel you are being treated unfairly by colleagues. As a first step it is usually a good idea to talk informally to your employer or manager about your concerns relating to how you are being treated. Often things can be resolved by talking them through. It can also be useful to keep notes of conversations or meetings just in case you need to take the matter further.

If you find the situation does not improve, you could make a formal complaint through your employer's internal grievance procedure. A written grievance has to be submitted no later than three months after the discrimination happened. Your employer then has to arrange a meeting with you to discuss the problem.

You have a legal right to take a colleague or trade union representative with you if you ask your employer beforehand. Alternatively you could ask a family member to accompany you, but in this case your employer does not have to agree to it. If

you are not happy with the result of this meeting you can make an appeal to your employer.

If you find it difficult to make a complaint or if, having made it you are still not satisfied with the outcome, you might want to contact the Equality and Human Rights Commission, ACAS or other similar organisations to explore your options (see list under **Other Organisations**). You may be referred to a caseworker to help you to negotiate adjustments with your employer or, if necessary, to help you make a complaint to an Employment Tribunal.

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## RETURNING TO WORK AFTER A LONG ABSENCE

If you have been off work for several weeks or longer because of your IBD, you may feel anxious about returning to work. It is common for people to lose confidence about being able to return to work even after a relatively short time away. Keeping in touch with an employer can help. It may be worth agreeing in advance about how your employer will maintain contact with you if you are absent. This could specify a timescale - for example, suggest contact once you are absent for more than two weeks. It might also specify the method by which you would prefer to be contacted e.g. phone, email or personal visit. You may prefer contact from a co-worker, close colleague or union representative rather than your direct line manager.

The sickness absence system in Great Britain was reviewed in 2011 as part of a government strategy to examine the broader health and wellbeing of the population. One of the key recommendations to come out of the review was a new 'Health and Work Assessment and Advisory Service'.

Further information on this service can be found on [www.gov.uk](http://www.gov.uk)

It is important not to feel pressured into returning to work too soon before you are well. If you are absent for more than a week, you will need to obtain a 'fit note' ('statement of fitness for work') from your doctor. This is the form your doctor will use to advise your employer that you may be fit for work. It also allows your doctor to suggest that you would benefit from additional support or adjustments, such as a phased return to work or amended duties. You will need to discuss with your employer what this might mean for you.

For example you might want to start working only a few hours each day and gradually increase your hours over time. Or perhaps you may want to ask for a reduced work load or lighter duties to begin with. Generally the more open you are about your needs, the more likely it is for your employer to be open and willing to make reasonable adjustments to help you back to work. (See **What are reasonable adjustments?**)

If you have to remain away from work until reasonable adjustments are in place (for example, moving your work station close to a toilet), arguably this should not be recorded as 'sick leave'.

If you are absent from work because of a disability-related sickness, it is important that this is recorded separately from other sickness absences, such as having a cold. This is to make sure that you are not discriminated against if, for example, decisions about promotion or bonuses take other sickness absences into account.

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When I felt up to it [during my sickness absence] I read up on things I wouldn't usually have the time to. By the time I returned to work, I had done useful research, come up with some new ideas and was familiar with that boring safety manual I had previously put to one side!  
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Linda, age 56  
diagnosed with Crohn's Disease in 1979

“

Running my own business from home works well for me now as it provides flexible hours and cuts out the travelling. ”

Linda, age 56  
diagnosed with Crohn's Disease in 1979

## WHAT CAN I DO IF SUFFICIENT REASONABLE ADJUSTMENTS CANNOT BE MADE?

You may find that having tried changes to your current employment, your condition still makes it difficult to continue. In this case, it is not unusual to feel angry or upset at the impact of IBD on your working life or career.

There are various options you could consider including:

- Self-employment – you may feel daunted at the prospect of setting up your own business or worry that you would miss socialising at work. But you can often work the hours to suit your energy levels and, if you can work from home, reduce the fear or possibility of having an ‘accident’ in public.
- You can get help and advice about self-employment from several organisations including the Citizens Advice Bureau, Leonard Cheshire Disability, the Northern Pinetree Trust, the National Careers Service (see **Other Organisations**) and from government schemes such as Access to Work, as mentioned.
- Re-training – you may find that another kind of job makes it possible for you to work more comfortably. There are a number of organisations that offer training such as the Shaw Trust, Ability Net, Leonard Cheshire Disability, and SHARE Community. For details see **Other Organisations**.
- Early retirement – you can check your pension position and get information about pensions from the Department for Work and Pensions and the Pensions Advisory Service listed under **Other Organisations**. It may be helpful to get financial advice, including information on how your pension could affect entitlement to other benefits should you need to claim them.
- Volunteering – if income is not crucial, this could provide a challenge while allowing you to give something to others. You can contact national volunteering organisations listed at the end for ideas and opportunities. They each provide an online database of volunteer jobs. Crohn's and Colitis UK also has volunteering opportunities. For further information contact our Member Involvement and Volunteering Team on 01727 734472 or email: **volunteering@crohnsandcolitis.org.uk**

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## WHAT FINANCIAL HELP IS AVAILABLE?

If you have care or mobility needs arising from your IBD you may be eligible for Disability Living Allowance (DLA) or the new Personal Independence Payment (PIP), whether or not you are working. We have a Disability Benefits Service that can provide information about claiming these benefits and is contactable through our Information Line. More details are also given on our website.

If you are in employment, your employer should pay Statutory Sick Pay if you are too ill to work. This starts after you have been off sick for 4 days and can be paid for up to 28 weeks. If you are not well enough to return to work after this time, or if your employment is terminated, you may qualify for Employment and Support Allowance (ESA). Some employers may make additional payments through their own sick pay scheme. This will depend on your terms and conditions of employment.

If you are well enough to look for work you may be eligible for Jobseeker's Allowance. You may also get help and support through schemes available to help people get back into work. For more information contact Jobcentre Plus or see **www.gov.uk**

## HELP AND SUPPORT FROM CROHN'S AND COLITIS UK

All our information sheets and booklets are available to download from our website: [www.crohnsandcolitis.org.uk](http://www.crohnsandcolitis.org.uk). If you would like a printed copy, please contact our information line – details below.

**Crohn's and Colitis UK Information Line:** 0300 222 5700. Open Monday to Friday, 9 am to 5 pm, except Thursday open 9 am to 1 pm, and excluding English bank holidays. An answer phone and call back service operates outside these hours. You can also contact the service by email [info@crohnsandcolitis.org.uk](mailto:info@crohnsandcolitis.org.uk) or letter (addressed to our St Albans office). Trained Information Officers provide callers with clear and balanced information on a wide range of issues relating to IBD.

**Crohn's and Colitis Support:** 0121 7379 931: Open Monday to Friday, 1 pm to 3.30 pm and 6.30 pm to 9 pm, excluding English bank holidays. This is a confidential, supportive listening service, which is provided by trained volunteers and available to anyone affected by IBD. These volunteers are skilled in providing emotional support to anyone who needs a safe place to talk about living with IBD.

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## OUR SURVEY

The results from the 2011 Crohn's and Colitis UK survey have been published in a report entitled **Crohn's, Colitis and Employment – From Career Aspirations to Reality**. Another more recent report examining the same data in further detail is called **Inflammatory Bowel Disease in Young People – The Impact on Education and Employment**. Both can be found on the Crohn's and Colitis UK website: [www.crohnsandcolitis.org.uk](http://www.crohnsandcolitis.org.uk)

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## OTHER USEFUL ORGANISATIONS

### **AbilityNet**

Advice helpline: 0800 269 545 or  
01926 312 847

Email: [enquiries@abilitynet.org.uk](mailto:enquiries@abilitynet.org.uk)

Website: [www.abilitynet.org.uk](http://www.abilitynet.org.uk)

A national charity helping disabled adults and children use computers and the internet by adapting and adjusting their technology.

### **Advisory, Conciliation and Arbitration Service (ACAS)**

Helpline: 08457 47 47 47. Monday-Friday 8am-8pm. Saturday 9am-1pm

Website: [www.acas.org.uk](http://www.acas.org.uk)

Free, impartial, confidential advice about any kind of dispute or query about relationship issues within the workplace.

### **Citizens Advice Bureau (CAB)**

Citizens Advice Bureaux deliver advice services from over 3,300 community locations in England and Wales. You can find details of your nearest bureau at: [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk). Or, you can look under Citizens Advice Bureau in your phone book for details of your nearest one. More information about employment rights is available on their Advice Guide website: [www.adviceguide.org.uk](http://www.adviceguide.org.uk). There is also information on the website for people living in Scotland, Wales or Northern Ireland.

**Civil Legal Advice (CLA)**

Helpline: 0845 345 4 345. Monday to Friday 9am–8pm, Saturday 9am-12.30pm.  
Website: [www.gov.uk/civil-legal-advice](http://www.gov.uk/civil-legal-advice)  
Offers free legal information if you qualify for Legal Aid and live in England and Wales.

**For information about services in Scotland contact:**

Scottish Legal Aid Board  
Legal Aid Information Line: 0845 122 8686. Daily 7am-11pm (services may vary depending on time). Website: [www.slab.org.uk](http://www.slab.org.uk)

**For information about services in Northern Ireland contact:**

Northern Ireland Legal Services Commission  
028 9040 8888 Monday-Friday 9.15am-5.15pm.  
Website: [www.nilsc.org.uk](http://www.nilsc.org.uk)

**Department for Transport**

Great Minster House, 33 Horseferry Road  
London, SW1P 4DR  
0300 330 3000 8.30am-5.30pm Monday-Friday.  
Website: [www.gov.uk/government/organisations/department-for-transport](http://www.gov.uk/government/organisations/department-for-transport)

**GOV.UK**

Informative UK government website covering a range of issues including all aspects of employment and disability.

[www.gov.uk](http://www.gov.uk)

**Disability Law Service**

39-45 Cavell Street, London, E1 2BP  
020 7791 9800 weekdays 9.30am-5.30pm  
Website: [www.dls.org.uk](http://www.dls.org.uk)

The DLS offers free advice and representation for disabled people, their families and carers, on specific areas of law, including disability discrimination, employment and welfare benefits. You may need to leave your name and phone number on an answering machine, and someone will call back within 24 hours.

**Disability Rights UK RADAR Shop**

Disability Rights UK, 12 City Forum,  
250 City Road, London EC1V 8AF  
020 7250 3222  
Email: [enquiries@disabilityrightsuk.org](mailto:enquiries@disabilityrightsuk.org)  
Website: [www.radar.org.uk](http://www.radar.org.uk)

RADAR can provide a key for NKS toilets for £4.00 (including UK delivery) on declaration of disability, and a location guide to these toilets for £12.99 (including UK delivery).

**Equality and Human Rights Commission (EHRC)**

Website: [www.equalityhumanrights.com](http://www.equalityhumanrights.com)  
Promoting equality and help for people who have been discriminated against.

**Equality Advisory and Support Service (EASS)**

Advice Line: 0808 800 0082. Monday - Friday 9am - 8pm and Saturday 10am - 2pm.  
Website: [www.equalityadvisoryservice.com](http://www.equalityadvisoryservice.com)  
Provides information, advice and support on discrimination and human rights issues to individuals in England, Scotland and Wales.

**Evenbreak**

76 Celandine Close, Kingswinford, West Midlands, DY6 9TN  
0845 658 5717  
Email: [info@evenbreak.co.uk](mailto:info@evenbreak.co.uk)  
Website: [www.evenbreak.co.uk](http://www.evenbreak.co.uk)

A not-for-profit social enterprise formed to help disabled jobseekers find work with employers who are inclusive and will value their skills.

**Jobcentre Plus**

A government agency which is part of the DWP, set up to help more people into work and to give people of working age the help and support they are entitled to if they cannot work. To find your local office, look in your phone directory or visit the website: [www.gov.uk/contact-jobcentre-plus](http://www.gov.uk/contact-jobcentre-plus)

**Law Centres Federation**

64 Great Eastern Street, London EC2A 3QR  
Office Line: 020 7749 9120  
Website: [www.lawcentres.org.uk](http://www.lawcentres.org.uk)

Law Centres are not-for-profit legal practices providing free legal advice and representation to disadvantaged people

**Leonard Cheshire Disability**

66 South Lambeth Road, London, SW8 1RL  
020 3242 0200  
Website: [www.lcdisability.org](http://www.lcdisability.org)

Provides training, career advice and help for disabled people to start their own business. Also Scotland, Wales and N. Ireland.

**National Careers Service**

0800 100 900  
Website: [www.nationalcareersservice.direct.gov.uk](http://www.nationalcareersservice.direct.gov.uk)

A service supported by careers advisers to help you make decisions on learning, training and work opportunities.

**Northern Pinetree Trust**

Pinetree Centre, Durham Road, Birtley DH3 2TD  
0191 492 8215 Website: [www.northernpinetreetrust.co.uk](http://www.northernpinetreetrust.co.uk)

Provides help for people in the North East with a disability or a long term illness to start their own business.

**Pensions Advisory Service**

11 Belgrave Road, London SW1V 1RB  
Pensions Helpline: 0845 601 2923 Weekdays 9am-5pm.  
Helpline for women: 0845 600 0806  
Helpline for self-employed: 0845 602 7021. Or you can submit your query using the online form. Website: [www.pensionsadvisoryservice.org.uk](http://www.pensionsadvisoryservice.org.uk)

An independent non-profit organisation providing free information and advice on pensions including State, company, personal and stakeholder schemes.

**SHARE community**

64 Altenburg Gardens, London SW11 1JL  
020 7924 2949  
Website: [www.sharecommunity.org.uk](http://www.sharecommunity.org.uk)

Provides training for people with disabilities or long-term health problems in London and the surrounding area.

**Shaw Trust**

Shaw House, Epsom Square, White Horse Business Park, Trowbridge, Wiltshire, BA14 0XJ  
Enquiry Line: 01225 716300  
Website: [www.shaw-trust.org.uk](http://www.shaw-trust.org.uk)

Supports disabled and disadvantaged people to prepare for work, find jobs and live more independently.

**Trade unions**

Every employee has the right to join a trade union. For further information contact the Trades Union Congress (TUC):

England and Wales: 020 7636 4030 Website: [www.tuc.org.uk](http://www.tuc.org.uk)

Scotland: 0141 337 8100

Website: [www.stuc.org.uk](http://www.stuc.org.uk)

Northern Ireland: 028 9024 7940 Website: [www.ictuni.org](http://www.ictuni.org)

**Turn2us**

Unit 9, Cefn Coed Parc, Nantgarw, Cardiff CF15 7QQ.

Helpline: 0808 802 2000

Website: [turn2us.org.uk](http://turn2us.org.uk)

Organisation helping people in financial need gain access to welfare benefits, charitable grants and other financial help.

**Volunteer Now**

129 Ormeau Road, Belfast, Northern Ireland BT7 1SH  
028 9023 6100.

Website: [www.volunteering-now.co.uk](http://www.volunteering-now.co.uk)

A regional to local organisation that will work to promote, enhance and support volunteering across Northern Ireland.

**Volunteer Development Scotland**

Jubilee House, Forthside Way, Stirling, FK8 1QZ  
01786 479593.

E-mail: [vds@vds.org.uk](mailto:vds@vds.org.uk)

Website: [www.vds.org.uk](http://www.vds.org.uk)

**Volunteering England**

Regents Wharf, 8 All Saints Street, London N1 9RL

General Enquiries: 020 7713 6161

E-mail: [ncvo@ncvo-vol.org.uk](mailto:ncvo@ncvo-vol.org.uk)

Website: [www.volunteering.org.uk](http://www.volunteering.org.uk)

**Volunteering Wales**

WCVA Helpdesk: 0800 2888 329

Email: [volunteering-wales@wcva.org.uk](mailto:volunteering-wales@wcva.org.uk)

Website: [www.volunteering-wales.net](http://www.volunteering-wales.net)

For information about volunteering opportunities throughout the UK visit:

[www.do-it.org.uk](http://www.do-it.org.uk)

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Employment and IBD: a guide for employees - Edition 5  
Last review - February 2014  
Charity contact details updated - May 2016  
Next planned review - 2016

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### ABOUT CROHN'S & COLITIS UK

We are a **national** charity established in 1979. Our aim is to improve life for anyone affected by Inflammatory Bowel Diseases. We have over 28,000 members and 50 local groups throughout the UK. Membership costs start from £15 per year with concessionary rates for anyone experiencing financial hardship or on a low income.

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