



Disability Equality

Presented by

Debbie Nunn

Disability Consultation & Training

Tel: 07804792225

The Disability Discrimination Act 1995

Part I Disability

Part II Employment

**Part III Access to Goods, Facilities
and Services**

Part IV Education

Part V Public Transport Vehicles

**Part VI Disability Rights Commission
(Equality and Human Rights
Commission)**

Part VII Supplemental (Victimisation)

Part VIII Miscellaneous

Part I - Disability

Defines who the Act applies to and what disability is:

‘A physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities’

Does The Disability Discrimination Act Affect Me?

If you are involved in any business or organisation which:

- provides a service;**
- offers facilities; or**
- supplies goods**

**to the public, whether paid for or free,
then the Disability Discrimination Act
1995 affects you.**

**The Act refers to you as a service
provider.**

What Are Reasonable Adjustments?

There are no clear definitions under the Disability Discrimination Act 1995, as to what constitutes a reasonable adjustment

In some circumstances, it will be appropriate to make some adjustments as a general response to the needs of all disabled people. In other circumstances, you will need to take account of individual needs.

For example:

- Providing your employees with disability equality training or taking accessibility into account when refurbishing**
- Adjustments may apply to colleagues**
- Making sure your Website and information is in accessible formats**
- Installing loop systems**
- Adjusting an employee's working hours if they have to take regular food breaks**

Cultural impacts on Disability

Cultural explanations for Epilepsy.

- Africa
- India
- China
- South America
- Middle East
- North America

Example of Disability Equality Training Objectives

- **Recognise the difference between the Medical & Social models of disability**
- **Identify positive & negative language terms**
- **Demonstrate correct disability etiquette skills when meeting disabled people**
- **Recognise the implications of the Disability Discrimination Act 1995**
- **Improve service provision and accessibility for disabled customers and staff**

Examples of Good Practice

- ✓ review disability discrimination policies and codes
- ✓ provide disability equality training to all employees
- ✓ provide accessible grievance and complaint procedures
- ✓ ensure effective and efficient response to breaches
- ✓ consultation with disabled employees/ focus groups
- ✓ undertake a disability audit
- ✓ disability/rehabilitation leave separate from sick leave
- ✓ review reasonable adjustments on a regular basis
- ✓ provide clear procedures to prevent harassment relating to a persons disability
- ✓ practice the social model of disability

Thank you