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for everyone

Disability Discrimination: The Equality Act and Key Points for Employers

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- 1 Understanding the Equality Act 2010
- 2 Reasonable Adjustments: what does 'equality' mean in the context of disability
- 3 Guidance for handling employee complaints around workplace discrimination
- 4 Tools for encouraging awareness of disability discrimination throughout your organisation

Who are we?

Prevent or resolve disputes between employers and their workforce



Provide information advice and training



Settle complaints about employee rights

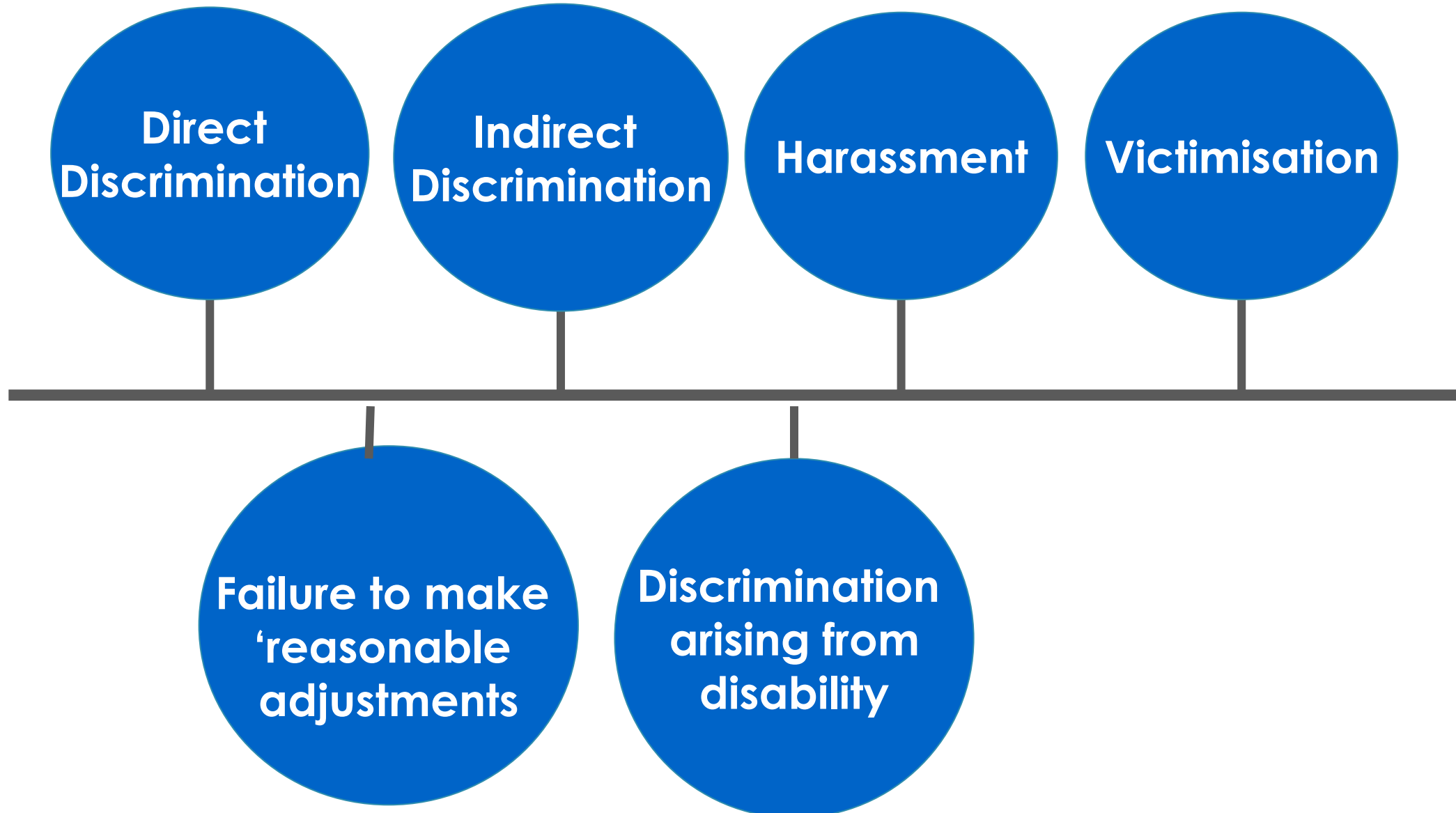


Encourage people to work together more effectively



A disabled person is defined as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out day to day activities.

Types of discrimination



What reasonable adjustments are

- A 'reasonable adjustment' is a change to remove or reduce the effect of:
 - an employee's disability so they can do their job
 - a job applicant's disability when applying for a job
- The reasonable adjustment could be to:
 - the workplace
 - the ways things are done
 - get someone to help the employee or job applicant

When an employer must consider reasonable adjustments

- By law, an employer must consider making reasonable adjustments when:
 - they know, or could be expected to know, an employee or job applicant has a disability
 - an employee or job applicant with a disability asks for adjustments
 - an employee with a disability is having difficulty with any part of their job
 - an employee's absence record, sickness record or delay in returning to work is because of or linked to their disability

When an employer must consider reasonable adjustments

- The employer must make the changes if they're reasonable.
- The employer must also consider reasonable adjustments for anything linked to an employee's disability.
 - For example, if an employer does not allow an assistance dog in the building for a partially sighted person, it's likely to be discrimination.

What is reasonable

- What's 'reasonable' will depend on each situation. The employer needs to consider carefully if the adjustment:
 - will remove or reduce the disadvantage for the person with the disability
 - is practical to make
 - is affordable by the employer or business
 - could harm the health and safety of others

What the employer can consider changing

- The employer must look at what they can do to reduce or remove the disadvantage for the person with a disability, such as:
 - changing working arrangements, for example the employee's shift pattern
 - removing something from the workplace, for example bright lights above the employee's workstation
 - providing something in the workplace, for example an accessible car parking space
 - providing extra or specialised equipment
 - getting someone in to help, for example a sign-language interpreter

Examples of reasonable adjustments



- providing the right type of phone for an employee who uses a hearing aid
- arranging for an interview to be held on the ground floor for a job applicant who uses a wheelchair
- replacing a desk chair with one designed for an employee who has a disability affecting their back
- giving more one-to-one support to help prioritise the work of an employee suffering from anxiety
- a phased return to work for an employee who's been on long-term sick leave because of their disability
- allowing more frequent breaks for someone with diabetes to get the right amount of food or drink throughout the day
- giving more time for someone with dyslexia to do any written or reading tests that are part of the interview process

How to handle a disability discrimination complaint



Tools for encouraging awareness of disability discrimination throughout your organisation



**Disability inclusion
toolkit**

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