

Preventing disability discrimination in your undertaking



Sharon Peacock
for

JCP Charity Conference
23rd November 2018


Law At Work
The right advice

Précis:

- **Six** fundamental take away points:
 1. the social model;
 2. wide definition of disability;
 3. the point of no return;
 4. six statutory duties;
 5. creative thinking re reasonable adjustments
 - in force now except for duty re physical feature of premises - due in 01.09.20; and
 6. awareness.

Next steps?

- help management see the need
- audit current workplace profile/ contractual documentation and policies
- consider confidentiality/data protection
- address discriminatory practices
- train staff to spot, factor in and empathise with disability
- support victims
- warn/ re-programme perpetrators /pre-empt banter
- collate statistics
- put insurances in place; and
- ...take informed advice.

