

The text is centered and overlaid on a decorative background of six circles. The top row consists of three circles: the leftmost is an outline, the middle is solid light purple, and the rightmost is solid light purple. The bottom row consists of three circles: the leftmost is solid light purple, the middle is solid light purple, and the rightmost is an outline. The text "Disability discrimination Act 1995" is positioned across the top row, and "Tameside Supported Housing Forum" is positioned across the bottom row.

Disability discrimination Act 1995

Tameside Supported Housing
Forum

Disability Discrimination Act 1995

- Enacted December 1996
- To prevent discrimination against disabled people
- Part I – definition of disabled/disability
- Part III – duties on service providers

Disability Discrimination Act 1995

- Duties introduced in three stages:
- Since Dec 1996 unlawful to treat disabled people *less favourably*
- Since Oct 1999 service providers to make *reasonable adjustments* practices, policies and procedures, provide auxiliary aids and services, alternative method of provision
- Oct 2004 services providers to make *reasonable adjustments* to physical features of premises to overcome physical barriers

Disability Discrimination Act 1996

- Who is disabled?
- Medical model of disability defined in the Act:
- *“...a person has a disability for the purposes of this Act if he has a physical or mental impairment which has a substantial and long term adverse effect on his ability to carry out normal day to day activities”*
(Part I S1 (1))

Disability Discrimination Act 1995

- People who are/have visible and non visible impairments:
 - Blind or partially sighted
 - Deaf or hard of hearing
 - Heart conditions
 - Epilepsy
 - Problems with continence
 - Insulin dependent diabetes
 - Downs syndrome
 - Dyslexia
 - Arthritis
 - Wheelchair users
 - Mental health problems
 - Learning difficulties
 - Severe disfigurements

Disability Discrimination Act 1995

- Day to day activities:
 - Mobility
 - Manual dexterity
 - Physical co-ordination
 - Continence
 - Ability to lift, carry or move everyday objects
 - Speech, hearing or eyesight
 - Memory or ability to concentrate, learn or understand
 - Perception of risk of physical danger

Disability Discrimination Act 1995

- Who are service providers?
 - Any person or organisation or entity concerned with providing services to the public or a section of the public
 - Public, private or voluntary sector
 - Provided free or in return for payment
 - All those involved in providing service – all staff, full time or part time, temporary or permanent, volunteers, contractors, partner agencies

Disability Discrimination Act 1995

- Unlaw to:
 - Refuse to provide a service
 - Provide a lower standard of service
 - Provide a service on less favourable terms

Disability Discrimination Act 1995

- October 2004 requirements- reasonable adjustments to physical features
 - Reasonable adjustments – not defined in the Act, likely to be defined following court action
 - Take account of:
 - Size of organisation
 - Financial and other resources
 - Extent of disruption adjustments cause
 - What's already been done
 - Different expectations of local authority compared to local voluntary organisation

Disability Discrimination Act 1995

- What are physical features?
 - Feature on the premises, approach to, exit from or access to
 - Fixtures, fittings, furniture, equipment or materials
 - Whether temporary or permanent

Disability Discrimination Act 1995

- Remove the feature
- Alter it so that it no longer has the effect
- Provide a reasonable method of avoiding it
- Provide a reasonable alternative method of making services available

Disability Discrimination Act 1995

- Action- Develop a compliance plan - process:
 - Assess physical aspects of buildings – get a professional access audit
 - Assess service delivery, e. g. publicity materials, induction information, staff levels of understanding of disability issues
 - Involve disabled people at all stages – staff, service users, local groups
 - Involve board or committee members

Disability Discrimination Act 1995

- Compliance Plan – content
 - Governance and responsibility
 - Premises – reasonable adjustments
 - Information and communication
 - Training
 - Human Resources/Personnel
 - Monitoring and Review

Disability Discrimination Act 1995

- Planning reasonable adjustments:
 - Take account of life-span of building
 - Take account of cost and need
 - Prioritise work – prioritise changes that have highest impact on greatest number of people, for example – paint contrasts, installing text phone
 - Programme work – one off adjustments, cyclical maintenance

Disability Discrimination Act 1995

- Useful contacts

- Tameside MBC access audits: Garry Highton
0161 342 3612
- Disability Rights Commission:
 - www.drc-gb.org
 - Helpline 08457 622 644
 - Email enquiry@drc-gb.org