



22nd November 2007

Disability Discrimination Act 1995 (DDA)

Disabled People

Harness-it can assist employers by helping them to reduce the risk of mismatching person and task responsibilities. Our programs and research are designed to help you and your staff comply with their obligations.

Definition of Disability

The Act defines a disabled person as someone with 'a physical or mental impairment, which has a substantial and long-term adverse effect on his or her ability to carry out day-to-day activities.'

Part II States. Employment provisions apply to employers with 15 or more employees. The provisions includes a requirement for employers to make changes to the physical features of the premises they occupy, to allow access and offer a safe working environment for less able bodied people.

Part III goes even further giving disabled people important rights of access to everyday services that others take for granted.

Duties under part III are coming into force in three stages.

- Treating a disabled person less favourably because they are disabled has been unlawful since December 1996.
- Service providers have to consider making reasonable adjustments to the way they deliver their services so that disabled people can use them. October 1999.
- Stage three. States service providers may have to consider making permanent physical adjustments to their premises. Part three will be enforceable as of 1st October 2004. This new duty will apply to service providers where physical features make access to their services impossible or unreasonably difficult for disabled people.

It is therefore be wise for employers and service providers to design and develop a 'code of practice' for disabled people. Harness-it understands the need to develop an inclusive environment, which will be covered by the DDA giving disabled people a right of access to goods, services and facilities. This includes the pedestrian environment the transport related infrastructure such as pedestrian crossings and bus stops. A code of practice would relate mainly to the external environment.

Extracts from the Disability Rights Task Force: Because of the gaps and weaknesses within the DDA Act 1995 the DRFT have drafted and made recommendations in five key areas: Education, Public Sector, Refinements to the DDA, Legislative Measures and further work.

Public Sector Leadership: Public Sector Services have a major impact on all society, especially the most disadvantaged. It is therefore right that the public sector takes a lead in promoting the equalisation of opportunities for disabled people. Public services need to modern and meet the needs of our diverse society.

Harness-it for safety and
advice
Mob: 07792 559031
www.harness-it.net