**DISABILITY DISCRIMINATION: RECOMMENDED READING**

This document lists sources of recommended reading on disability rights and disability discrimination in the UK. There is a great deal of information on-line from the United Nations, Equality and Human Rights Commission (EHRC), the UK Government, the Health and Safety Executive and from independent sources including the Advisory, Conciliation and Arbitration Service (ACAS), Business Disability Forum, Citizens Advice, the Disability Law Service, Disability Rights UK, the TUC, unions, voluntary groups etc.).

My first port of call is usually the EHRC statutory codes and technical advice (NB Where there are separate versions across the UK, the link in the references below is to the England version - other links are listed on EHRC website). Whilst much of the content is common across guidance, the examples are tailored to the context:

The employment code has sections on good practice to avoid discrimination in both selection and employment (EHRC, 2011b, Chapter 10) and 18 examples in Chapter 6 illustrate well the extent of the duty to make reasonable adjustments (paras 6.32-6.35).

The services, public functions and associations statutory code has a summary of the bodies affected (EHRC, 2011b, Chapter 3) and their obligations (Chapters 11-12) including some useful illustrative examples of auxiliary aids and service (para 7.47).

The technical advice on further and higher education includes an overview (EHRC, 2014, Chapter 3) and summary of responsibilities of further and higher education institutions and local authorities (Chapters 10-11), again with illustrative examples (e.g. para 10.25).

The above and further EHRC and other guidance are listed below in four sections:

1. General guidance for all including the Public Sector.
2. Guidance for services and service users.
3. Guidance for employers and employees.
4. Guidance for education providers and students and trainees

***A.* General guidance**

*United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (2006).* <https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd> UN General Assembly Reports on Social Development.

*The Equality Act 2010*.[*https://www.legislation.gov.uk/ukpga/2010/15/contents*](https://www.legislation.gov.uk/ukpga/2010/15/contents)

**Equality and Human Rights Commission (EHRC) guidance**

*The EHRC Equality Act guidance home page* includes section on the Equality Act 2010, rights under the Equality Act, protected characteristics and related FAQs. [www.equalityhumanrights.com/en/equality-act](http://www.equalityhumanrights.com/en/equality-act)

*The Equality Act 2010 tab* providesthe gateway to an extensive array of guidance *(*[*https://www.equalityhumanrights.com/en/equality-act/equality-act-2010*](https://www.equalityhumanrights.com/en/equality-act/equality-act-2010)*).* This includes an introduction and detailed general guidance on the UNCRPD, disability discrimination, reasonable adjustments and the Public Sector Equality Duty (PSED).

<https://www.equalityhumanrights.com/en/publication-download/united-nations-convention-rights-persons-disabilities-what-does-it-mean-you>

<https://www.equalityhumanrights.com/en/advice-and-guidance/disability-discrimination>

<https://www.equalityhumanrights.com/en/advice-and-guidance/what-are-reasonable-adjustments>

*EHRC (2021). Technical guidance on the public sector equality duty:* Updated from 2014). <https://www.equalityhumanrights.com/en/publication-download/technical-guidance-public-sector-equality-duty-england>

The EHRC statutory codes, other technical guidance and other guidance are listed below.

***The Equality Advisory and Support Service (EASS)***

The EASS Helpline advises and assists individuals on issues relating to equality and human rights, across England, Scotland and Wales. It has a summary for each of the nine protected characteristics, some specific advice and numerous template letters to draw on.

***Government***

The UK Government have general advice on the Equality Act with copious links top additional guidance and a detailed document on the definition of disability:

*Equality Act 2010: Guidance.*  <https://www.gov.uk/guidance/equality-act-2010-guidance>

*Government Office for Disability Issues (2011). Equality Act 2010: Guidance on matters to be taken into consideration in determining questions relating to the definition of disability.*

<https://www.gov.uk/government/publications/equality-act-guidance/disability-equality-act-2010-guidance-on-matters-to-be-taken-into-account-in-determining-questions-relating-to-the-definition-of-disability-html>

**Citizens Advice**

<https://www.citizensadvice.org.uk/law-and-courts/discrimination/>

The website includes a summary of the Equality Act 2010 - discrimination and your rights <https://www.citizensadvice.org.uk/law-and-courts/discrimination/about-discrimination/equality-act-2010-discrimination-and-your-rights/>

Additional disability guidance includes the following: What counts as disability ?; ` What counts as disability discrimination ?; Showing you're disabled under the Equality Act; Discrimination because of something connected to your disability; Duty to make reasonable adjustments; Disability discrimination and debt problems

**Disability Rights UK**

***https://www.disabilityrightsuk.org/***

*The Equality Act and Disabled people*

<https://www.disabilityrightsuk.org/resources/equality-act-and-disabled-people>

**B. Guidance for services and service users.**

***For service providers:***

*EHRC (2011b). Equality Act 2010: Services, public functions and associations.* Statutory Code of Practice. Equality & Human Rights Commission. <https://www.equalityhumanrights.com/sites/default/files/servicescode_0.pdf>

*The Equality Act 2010: summary guidance on services, public functions and associationsGuidance for service providers.* <https://www.equalityhumanrights.com/en/publication-download/equality-act-2010-summary-guidance-services-public-functions-and-associations>

There is additional EHRC guidance how to comply with equality law and implement good practice when providing for all types of business, association or organisation:

What equality law means for your business.

What equality law means for your association, club or society.

What equality law means for your voluntary and community sector organisations

***For service users:***

***EHRC (website). Guidance for service users.*** Equality and Human Rights Commission. <https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-service-users>

(The EHRC also has guidance on Your rights as a member, associate member or guest of an association, club or society; Local government and central services; Parliaments, politicians and political parties; Voluntary & community sector organisations).

***Disability Law Service (DLS)*** : https://dls.org.uk/

Free legal advice on community care, employment, housing and welfare benefits.

**Voluntary groups:**

Many condition-specific voluntary groups have guidance both on the EqA in general and on reasonable adjustments in particular.

**C. Guidance for employers and employees**

*EHRC (2011a). Equality Act 2010 Employment Statutory Code of Practice*. .

<https://www.equalityhumanrights.com/sites/default/files/employercode.pdf>

*EHRC (2014). What Equality Law Means for You as an Employer: When You Recruit Someone to Work For You.* Equality Act 2010 Guidance for Employers. Volume 1 of 7.<https://www.equalityhumanrights.com/sites/default/files/what_equality_law_means_for_you_as_an_employer_-_recruitment.pdf>

*EHRC (website). In employment: Workplace adjustments.* <https://www.equalityhumanrights.com/en/multipage-guide/employment-workplace-adjustments>

***EHRC (website) ‘What equality law means for you as an employer’.***  EHRC also provide specific guidance in terms of each of the following relevant to disability:

When you recruit someone to work for you;

Working hours, flexible working and time off; Pay and benefits.

Training, development, promotion and transfer.

Dismissal, redundancy, retirement and after a worker has left.

Good equality practice for employers: equality policies, equality training and monitoring.

Pre-employment health questions

***Guidance for workers – Your rights at work.*** The website includes the following:

When you apply for a job;

Working hours, flexible working and time off; Pay and benefits;

Training, development, promotion and transfer;

Dismissal, redundancy, retirement & after you have left a job;

How to make sure everyone is treated fairly at work: easy read;

Pre-employment health questions Guidance for job applications on Section 60;

Telling people about your disability or health when you apply for a job (easy read).

***Advisory, Conciliation and Arbitration Service (ACAS)***:

‘Disability at work’ webpage guidance on supporting and treating people fairly at work (e.g. disability discrimination, reasonable adjustments) for employers, managers, employees, workers and applicants. <https://www.acas.org.uk/disability-at-work>

***Disability Law Service (DLS): https://dls.org.uk/workrights/***

The DLS website includes ‘WorkRights’, a free automated legal advice platform to assess whether an employer is legally obliged to make adjustments.

***Health and Safety Executive (HSE)***

HSE webpage on ‘Health and safety for disabled people at work’ includes an overview and advice on risk assessment, reasonable adjustments, relevant legislation, practical examples and advice for disabled workers. <https://www.hse.gov.uk/disability/index.htm>

Step-by-step advice on how to ‘Support workers with long-term health conditions and disabled workers’ (e.g. managing absences, conversations about health and disability and changes to stay in work. <https://www.hse.gov.uk/disability/best-practice/index.htm>

***Job Accommodation Network (JAN)*** https://askjan.org/

JAN is excellent source of advice on reasonable adjustment with suggestions for both conditions and impairments, searchable by both condition and area of difficulty.

***Some other employment guidance:***

*Landon, M. & Williams. T. (2019). The Equality Act 2010,* In J. Hobson & J. Smedley (eds.) Fitness for Work: The Medical Aspects (6ed.). Oxford: Oxford University Press. (This includes case law relevant to the Equality Act 2010 and employment.)

*NHS Employers (2020). Making reasonable adjustments to support disabled staff in their roles*. <https://www.nhsemployers.org/articles/making-reasonable-adjustments-support-disabled-staff-their-roles>

**D. Guidance for education providers, students and trainees**

**EHRC guidance**

*EHRC (2014a). Equality Act 2010: Technical Guidance on Further & Higher Education.* <https://www.equalityhumanrights.com/sites/default/files/equalityact2010-technicalguidance-feandhe-2015.pdf>

*EHRC (2014b). Equality Act 2010: Guidance Technical guidance for schools in England. Equality & Human Rights Commission.* <https://www.equalityhumanrights.com/en/publication-download/technical-guidance-schools-england>

*EHRC (online). What equality law means for you as an education provider – further and higher education*

<https://www.equalityhumanrights.com/en/publication-download/what-equality-law-means-you-education-provider-%E2%80%93-further-and-higher-education>

*EHRC (online). What equality law means for you as an education provider: schools*

<https://www.equalityhumanrights.com/en/publication-download/what-equality-law-means-you-education-provider-schools>

*EHRC (2019). Reasonable adjustments for disabled pupils.*

https://www.equalityhumanrights.com/en/publication-download/reasonable-adjustments-disabled-pupils

**Citizens Advice (website) -** section on discrimination in education: <https://www.citizensadvice.org.uk/family/education/overview-of-discrimination-in-education/>

**Disability Rights UK**

https://www.disabilityrightsuk.org/

*Adjustments for disabled students and apprentices.* [*https://www.disabilityrightsuk.org/resources/adjustments-disabled-students-and-apprentices*](https://www.disabilityrightsuk.org/resources/adjustments-disabled-students-and-apprentices)

*Student FAQs* <https://www.disabilityrightsuk.org/resources/student-faqs>

*‘Telling people you’re disabled: clear and easy guide for students’*. <https://www.disabilityrightsuk.org/resources/telling-people-you%E2%80%99re-disabled-clear-and-easy-guide-students>

*‘Understanding the Equality Act: information for disabled students’*‘ https://www.disabilityrightsuk.org/resources/understanding-equality-act-information-disabled-students