**INTRODUCTION TO THE**

**DISABILITY DISCRIMINATION PRACTICE CHECKLISTS (DDPCs)**

**Background**

The UN Convention on the Rights of Persons with Disabilities (UNCRPD) is covered in the UK Equality Act 2010 (EqA) with disability one of 9 ‘protected characteristics’. Whilst direct and indirect discrimination, harassment and victimisation apply to all protected groups, two forms of discrimination refer explicitly to disability (i.e. discrimination arising from disability and failure to make reasonable adjustments). The EqA has not worked well for persons with disability (e.g. widespread lack of provision of reasonable adjustments). Disability discrimination is common in the NHS, for service-users and both against and by health professionals. To put this in context, if you not have already done so, please read the document on Disability Discrimination: Context and Concerns.

In response a Disability Discrimination Awareness Questionnaire (DDAQ) and five Disability Discrimination Practice Checklists (DDPCs) have been developed with input from health professionals in the family and former colleagues (see authors/contributors, copyright statement, permissions and acknowledgements below). The current practice checklists are for health and other professionals, service managers (public sector), training course tutors, vocational/employment specialists and assistants. There is likely a need for the development of a child practitioner checklist.

The aim of the practice checklists is to provide an opportunity to review practice in the context of the EqA and to consider how to address any identified concerns.

**Development of the checklists**

The DDPC questions are based on the UNCRPD and understanding of the Equality and Human Rights Commission (EHRC) statutory code for ‘services, public functions and associations’ (EHRC, 2011b) and ‘employment’ (EHRC, 2011a) and technical guidance on ‘further & higher education’ (EHRC, 2014) and the Public Sector Equality Duty (PSED) (EHRC, 2021). As the aim is to inform practice, PSED questions are included only in the service manager version of the DDPC. Specific references are provided to relevant paragraphs of the above EHRC guidance and to a few articles of the UNCRPD. References to these documents are also provided below. The statutory codes and technical guidance are detailed and there is no substitute to reading the full guidance.

***NB: The authors have no legal expertise and the DDPCs do not constitute legal advice. The aim is to facilitate a review of practice in the context of the EqA, not to provide legal advice. In the event of actual concerns about discrimination, you are advised to read relevant guidance and/or seek advice (e.g. from your manager/professional adviser) about the need for expert legal advice.***

DDCP questions were selected, extracted and drafted from the above guidance by the first author. The content was revised following feedback from the second author and the clarity, style and tone refined following feedback from the other named contributors (see below). A draft of each DDPC was distributed, as appropriate, to a clinical psychology (CP) department, tutors on a CP training course, members of an inter-disciplinary community brain injury rehabilitation team or trustees of the Vocational Rehabilitation Association. Feedback was received from 6 other professionals. A common response from other invited professionals was lack of time to complete the exercise !

**Copyright and Permissions**

Copyright for the DDPCs is owned by Andy Tyerman and the other authors. In order to promote good practice, individual practitioners in the NHS, in brain injury rehabilitation, in vocational rehabilitation (VR) and in related charities are free to complete the DDPCs for personal professional use but not to use for any commercial gain. Submission of completed DDPCs will both contribute to baseline data and inform future training. Practitioners are welcome to share their experience with colleagues, who can access the DDPCs via the website. Practitioners outside the above groups are invited to email me to discuss: [a.d.tyerman@gmail.com](mailto:a.d.tyerman@gmail.com)

Organisations, departments or services wishing to distribute the questionnaire to their staff are invited to contact me to discuss how best to do this to achieve the maximum benefit (e.g. collation, feedback and presentation of anonymous collective responses).

**Completing the checklists**

It is recommended that you complete the DDAQ first, unless you are already well informed of disability rights. The focus is on fulfilling the purposes of the UNCRPD and EqA rather than technicalities of any legal liability. If the wording of a specific question does not fit exactly with a particular job context and role, the principle will hopefully be clear, so you can apply this to your job in order to answer any such questions. If you have any queries, please contact me by email: [a.d.tyerman@gmail.com](mailto:a.d.tyerman@gmail.com)

Whilst the DDAQ is completed anonymously, a few background details will inform future *training developments.*

***When completing in Google Forms you will be asked for an email address. This is solely so that a copy of your response can be sent to you automatically for information and as a record of CPD for professional registration.* NB: If you do not wish to provide your email address, please enter a fictitious email (e.g. notmyemail@gmail.com) in order to proceed** (Google Forms requires a response to this question to enable the automatic copy facility). If you do not provide an email you can still print your response but I had to go back and print out each page separately*.* ***If you provide your email address, you will be automatically sent a copy of your response. These emails will be deleted and not retained to preserve anonymity.***

If signed in to Google, your response should be auto-saved, so that you can resume where you left off.

The number of ‘Yes’ responses is auto-collated. (NB In feedback, responses to the background questions will likely be stated as 0/0 as scoring is all or nothing). After completion please also see Suggested Action' and Recommended Reading.

***Results will be summarised on the website once there are sufficient responses.***

To access the DDPCs click the link at:[**https://equitynotjustequality.co.uk/ddpcs**](https://equitynotjustequality.co.uk/ddpcs)

**Author and contributors**

The DDPCs were developed by the first author in collaboration with health professionals in the family, the Community Head Injury Service (CHIS) and psychology services of Buckinghamshire Healthcare NHS Trust (BHT). Whilst prompted by concerns within the NHS, the DDPCs listed below are likely to be relevant across public sector services:

***Health and other Professionals Practice Checklist (DDPC-HP):***

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Peter Tyerman, General Practitioner. GMC No. 2388366 (Retired).

Nigel King, Consultant Clinical Neuropsychologist and Clinical Lead, CHIS, BHT

Emma Tyerman, Senior Clinical Psychologist, Alder Hey Children’s Hospital Trust.

Martin Hillier, Placement Consultant, Working Out, CHIS, BHT.

***Service Manager (Public Sector) Practice Checklist (DDPC-SM):***

Andy Tyerman, Honorary Consultant Clinical Neuropsychologist (Retired), NHS.

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Clare Daniel, Chief Psychologist, Buckinghamshire Healthcare NHS Trust.

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***Course Tutor Practice Checklist (DDPC-CT):***

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Nigel King, Neuropsychology Lead & Clinical Tutor, Oxford Institute of Clinical

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Catherine Tyerman, Clinical Psychologist, L&T Psychology.

***Vocational/Employment specialist Practice Checklist (DDPC-VE):***

Andy Tyerman, Honorary Consultant Clinical Neuropsychologist (Retired), BHT.

Sue Godby, Vocational Rehabilitation Consultant and Trustee of the VRA **\***

Martin Hillier, Placement Consultant, Working Out, CHIS, BHT.

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\*This DDPC has been developed in collaboration with the Vocational Rehabilitation Association.

***Assistant Practice Checklist (DDPC-Asst):***

This is a 20-item adaptation of the Health and other Professional Checklist (see above) (5 omitted items as only suitable for qualified practitioners and two others amended).

**Acknowledgements**

Staff of BHT, the Oxford Institute of Clinical Psychology and Vocational Rehabilitation Association contributed to development of DDPCs: feedback was received from 6 other professionals and distribution of the pilot was assisted by Susan Brown, Service Manager. Invaluable input also from Susan Kelly in testing access to the resources.

Andy Tyerman, Honorary Consultant Clinical Neuropsychologist, 12 April 2024

**References**

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