



Freenev Williams

Freenev Williams Ltd.

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The Disability and Equality Agenda e-Bulletin – February 2017

For information about how Freenev Williams Ltd can help your organisation achieve the disability and equality agenda please contact:

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Editor's Note

Hi all

Another busy few months since the last edition and its February already.

Following the publication of the Click-Away Pound Report (<http://www.clickawaypound.com>) the Business Disability Forum asked me to reflect on why website accessibility and usability for disabled people is still an issue after all these years. It puzzles me that business's let 71% of disabled users click-away from sites with access barriers and consequently displace £11.75 B to accessible sites. Why do businesses let that happen? It definitely isn't good business on any level; you can see my pondering here

<https://disability-smart.com/2017/01/10/is-there-really-a-business-case-for-website-accessibility/>

Also... We are now looking to prepare for the next stage of the research which is going to look at specific sectors and analyse the impact of inaccessible websites. If you have a disability and want to take part why not register your interest on the Click-Away Pound site

<http://www.clickawaypound.com> and we will get in touch when we launch the next phase of the work later this year.

Meanwhile you know where we are if you need us

Rick
Editor

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1. 'A third of council homepages fail accessibility tests

Socitm, which represents IT and digital professionals in the public sector, runs annual tests councils' websites through its Better Connected assessment, which includes a set of tests on accessibility. This year, it has chosen to run the accessibility test in two stages, with only those that pass the first stage – which amounts to two-thirds of the 416 councils tested – being eligible for the second assessment in February.

For more go to <http://www.publictechnology.net/articles/news/socitm-survey-third-council-homepages-fail-accessibility-tests>

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2. Reactive, not proactive: Update on the lack of disabled toilets on UK trains

Having recently raised the issue of a lack of disabled toilets on a UK train service, Josephine NwaAmaka Bardi reflects on the recent media coverage resulting from the experience of paralympian, Anne Wafula-Strike, having no access to a toilet throughout a train journey

For more go to: <https://www.nursingtimes.net/clinical-archive/continence/reactive-not-proactive-update-on-the-lack-of-disabled-toilets-on-uk-trains/7014663.article>

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3. Tesco in Forres introduces 'relaxed' lane

A supermarket in Moray has introduced a "relaxed" lane aimed at making life at the checkout less stressful for some of its more vulnerable customers. Checkout staff at Tesco in Forres have been trained to identify any special needs of customers and operate at a speed that suits them. Tesco has developed the scheme with Alzheimer Scotland.

For more go to: <http://www.bbc.co.uk/news/uk-scotland-north-east-orkney-shetland-38669395>

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4. **English Premier League clubs could face a points deduction if they fail to improve disabled facilities**

Premier League clubs could face heavy fines and even points deductions if they fail to meet an August deadline to become compliant with disability access requirements, according to a report by the Culture, Media and Sport select committee. The report states that four clubs – Chelsea, Liverpool, Crystal Palace and Bournemouth – are likely to miss the deadline and also criticises West Ham for reducing provision for disabled supporters since it took over the Olympic Stadium. It accuses some clubs of “prioritising finance over improving access”.

For more go to:

http://www.thenational.scot/sport/15025062.Football_English_Premier_League_clubs_could_face_a_points_deduction_if_they_fail_to_improve_disabled_facilities/

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5. **Disabled staff can add drive to a motivated team**

It took five years but Jonathan Mawer never gave up – his ambition was too strong. The 23-year-old applied for a string of jobs without success but although it knocked his confidence he just kept on going. For Jonathan, who has diabetes and mild learning disabilities, wanted to support his wife and three-year-old son.

For more go to: <http://www.sheffieldtelegraph.co.uk/news/business/video-disabled-staff-can-add-drive-to-a-motivated-team-1-8271659>

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6. **Mencap helping those with learning disabilities to find work**

People with a learning difficulties are being offered a helping hand to find work. Heart of England Mencap currently supports 233 people living with a learning disability – and just five are in paid employment. The charity has received £156,000 in funding from the Building Better Opportunities fund to launch two projects which will support the most disadvantaged people into work in Stratford and Warwick districts.

For more go to: <https://leamingtonobserver.co.uk/news/mencap-helping-those-with-learning-disabilities-to-find-work/>

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7. **Digital Accessibility**

a. **How to design websites for people with disabilities in 2017**

Disabled people can easily be neglected when it comes to online user experience (UX) or mobile app interface design. But despite preconceived ideas, designing with disabled consumers at the forefront of innovation will make a product even more accessible to the wider public.

For more go to: <http://www.digitalartsonline.co.uk/features/interactive-design/how-design-websites-for-disabled-people-in-2017/>

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a. **How Apple built accessibility features into the middle of the iPhone, iPad and Mac**

When Tim Cook took to the stage for Apple’s last keynote – meant among other things to address a growing and worrying disquiet about the future of the company – he introduced a video. But it didn’t feature Apple’s usual white rooms, grand claims and swooping shots of its products. Instead, the gathered tech elites watched a video highlighting the different kinds of accessibility features that have been wrapped into Apple products. As with all of its products, the focus wasn’t so much on the technology as what it does. It closed with the realisation that many of those same features had been used by young video editor Sady Paulson – who is living with cerebral palsy – to actually make the film.

For more go to: <http://www.independent.co.uk/life-style/gadgets-and-tech/features/apple-iphone-ipad-accessibility-macbook-pro-mac-disability-apple-watch-a7492226.html>
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a. **Accessibility Improvements in Windows 10**

Windows 10 Build 15002 was released in January and Dona Sarkar, has made a list of the accessibility features to be found in this new release.

For more go to: <https://coolblindtech.com/accessibility-improvements-in-windows-10-build-1502/>
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a. **Barclays in new accessibility video**

Banking and financial services company Barclays has launched a short introductory video on accessible digital products and services. The video gives a simplified overview of why designing for users with impairments can benefit everyone, and sets out Barclays' goal of becoming "the most inclusive and accessible company in the FTSE 100." The video also highlights Barclays' Pingit payment system and mobile banking, both of which have received recognition for their accessibility.

For more go to: <http://eab.li/4i>

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1. **New report offers guidance to support disabled students**

The Department for Education has published a new [report](#) which provides best practice guidance to help universities, colleges and independent higher education providers support their disabled students. It will help to ensure that all higher education providers are best equipped to support disabled students to reach their full potential and succeed.

For more go to: <https://www.gov.uk/government/news/new-report-offers-guidance-to-support-disabled-students>

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1. **Disabled access at gigs is 'getting better' for music fans**

Access to live music for disabled people is improving, according to the head of a leading disability charity. In 2016, Attitude Is Everything found a third of live music events had "no access information" on their websites for deaf and disabled people. Since then, CEO Suzanne Bull MBE says that 40 festivals and venues now have dedicated pages online.

For more go to: <http://www.bbc.co.uk/newsbeat/article/38724273/disabled-access-at-gigs-is-getting-better-for-music-fans>

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10. **Legal News**

a. **Wheelchair spaces on buses must be a priority**

Publicnow have created a list of all of the key quotes from the recent court judgement declaring that buses must have spaces for wheelchair users.

For more go to: <http://publicnow.com/view/C93C45D2F8C0BD9BA6DE284D4CC8B63DCFDE9F7B>

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a. **Discrimination arising from disability decision leading to £180,000 award upheld**

In *City of York Council v Grosset*, Grosset (G) is a disabled person by virtue of the fact that he suffers from cystic fibrosis. G was Head of English at a secondary school. He had been required to take on additional workload and other pressures which he could not cope with given the difficulties arising from his disability. G showed an 18-rated film (Halloween) to a class of vulnerable 15- and 16-year-olds. Shortly afterwards he was signed off as unfit for work suffering from stress, which was impacting upon his lung function.

For more go to: <https://www.thehrdirector.com/legal-updates/legal-updates-2016/discrimination-arising-disability-decision-leading-180000-award-upheld/>

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a. **Three cases on justification**

Treating a disabled person unfavourably can be legally justified but only if the treatment was a proportionate means of achieving a legitimate aim. This is a high bar and unsubstantiated efficiencies aren't enough to meet it.

For more go to: <http://businessdisabilityforum.org.uk/media-centre/newsletter/legal-update/legal-december-2016/>

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a. **A teacher with bipolar disorder has been awarded £347,000 after being 'victimized and bullied'**

A teacher unfairly dismissed by the school she had worked in for 23 years has told how the loss of her job led to her losing her home, her marriage, and her health. Nicola Sinclair, 50, who now lives on benefits in a caravan, was awarded £346,175 by an employment tribunal in Cardiff on Friday.

For more go to: <http://www.walesonline.co.uk/news/wales-news/teacher-bipolar-disorder-been-awarded-12519829>

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a. **Leicester taxi driver fined for refusing to pick up blind couple with guide dog**

A taxi driver who refused to take a couple with a guide dog on religious grounds has been ordered to pay a total of £590 by a court. Abandi Jamal Kassim (43), of Fountains Avenue, Eyres Monsell, Leicester, was sentenced at Leicester Magistrates Court, today. In a prosecution brought by Leicester City Council under the Equality Act 2010, he pleaded guilty to the offence.

For more go to: <http://www.leicestermercury.co.uk/cabbie-sentenced-for-refusing-to-take-couple-with-guide-dog/story-30086540-detail/story.html#hEircULICc86UvTt.99>

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11. **Mental Health**

a. **'Living in hell': mentally ill people in Indonesia chained and confined**

More than three quarters (88%) of respondents who have experienced mental health problems in the last five years have been through times where they felt distressed at work, according to research by Unum and the Mental Health Foundation. The survey of 1,000 people who have experienced mental health problems and 1,000 line managers, also found that 49% of respondents who have had a mental health problem in the last five years have come to work while experiencing suicidal thoughts or feelings.

For more go to: <https://www.employeebenefits.co.uk/issues/january-online-2017/88-experienced-mental-health-problems-felt-distressed-work/>

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a. **Mental health conditions 'more prevalent in January'**

RedArc's personal nurse adviser service receives 37% more mental health referrals during January than it does compared to any other month of the year, data from the company shows. The firm is calling on insurers, advisers and employers to become more mental health aware.

For more go to: <https://www.healthinsurancedaily.com/health-insurance/product-area/occupational-health/article481774.ece>

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a. 44% of workers say Winter has a negative effect on their mental wellbeing

A survey reveals that over two-fifths of employees say winter has a negative effect on their mental wellbeing, half believe it adversely affects their mood and 30 per cent state winter affects their productivity. Over a third of respondents even identify themselves as suffering or having suffered from Seasonal Affective Disorder – SAD – a type of depression that becomes more severe in the winter – and three-quarters have experienced or are currently experiencing stress in the workplace.

For more go to: <http://www.bmmagazine.co.uk/news/44-workers-say-winter-negative-effect-mental-wellbeing/>

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1. Overseas news

a. Egypt: Ministry announces 3-year strategy for empowerment, integration of disabled persons

During a conference on Monday, Social Solidarity Minister Ghada Waly announced a medium-term strategy for “the protection, rehabilitation, and empowerment of persons with disabilities in Egypt.” This is a starting point for a more detailed and comprehensive national strategy for the future, Waly said.

For more go to: <https://www.madamasr.com/en/2016/12/27/news/society/ministry-announces-3-year-strategy-for-empowerment-integration-of-disabled-persons/>

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a. How China Trumps Australia When It Comes To Supporting Disabled Workers

When it comes to Australia's employment of people with a disability, perhaps we need to learn from Chinese policy, which combines employment quotas and a levy on employers who do not comply, writes Karen Fisher.

For more go to: <http://publicnow.com/view/4132BE4DA9A189561BDC44325217C1C1E61F4F02>

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c. New York Police Department faces federal lawsuit for discriminating against man with HIV

The New York Police Department is facing legal action from the US Department of Justice, for alleged discrimination against a man with HIV. Raymond Parker had applied for a desk job as an NYPD communications technician in 2013, and had been given a conditional offer of employment. However, after undergoing medical checks, the offer was withdrawn – with a disqualification notice citing “HIV low CD4 count”. CD4 count is used in HIV-positive people as an indicator of how well their immune system is working.

For more go to: <http://www.pinknews.co.uk/2017/01/24/new-york-police-department-faces-federal-lawsuit-for-discriminating-against-man-with-hiv/>

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a. City mobility apps trialled to fight Blue Badge fraud across Europe

A three-year pan-European project to improve urban transportation for mobility impaired citizens – featuring a smartphone-based parking card to stop fraud – is drawing to a close and preparing recommendations for the European Commission. The aim of the SIMON project is to increase independent living for people in cities with mobility impairments. Two mobile apps were developed as part of the process: an ‘ICT-enhanced parking card’ for drivers, and a journey-planning app.

For more go to: <http://www.headstar.com/eablive/?p=1287>

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