



Freeney Williams Ltd.

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The Disability and Equality Agenda e-Bulletin – June 2016

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

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Editor's Note

Hi again

We are a little bit late with this edition so my apologies – it has been a very busy few months with lots of great things happening.

I'll start by being immodest - I was chuffed to be featured as consultant of the month by Training Journal earlier this year – they've now posted the feature on-line at

<http://ow.ly/eHn33002mVk>

OK now I've shown off down to work. .

Business Disability International (BDI) launched a new animation which explores the way people see disability – a great watch so take a look <http://www.businessdisabilityinternational.org/old-way-or-new-way/>

And whilst you are on the site, BDI also announced its list of Associates Worldwide and I was more than chuffed to be asked to be on this list and amongst such exalted company

<http://www.businessdisabilityinternational.org/associates-worldwide/>

You will recall we are currently undertaking a major research project on the issues and barriers faced by disabled people using the internet. The project – the Click-Away Pound (<http://www.clickawaypound.com>) is being supported by Enterprise Rent-a-Car, Business Disability Forum, Business Disability International and the RNIB. We are planning to launch the research report in September but we still want disabled people to take 10 minutes of their time to complete the Survey before it closes. Anything you can do to help us spread the word and get people to do the Survey would be really great. Also. . There are lots of features and ewes items of

interest around the issue of digital access for disabled people so keep up to date by taking a regular look at the site.

And finally... As part of our work in the field of digital access we've also partnered with Business Disability Forum to support their Members in developing an accessible on-line digital presence. The Access Pathway is now available to both BDF Members and non-members

<http://www.businessdisabilityforum.org.uk/advice-and-publications/access-pathway/>

I will be talking about the Pathway and the Click-Away Pound emerging findings at the BDF's Technology Swap shop on 21 June

<https://www.eventbrite.co.uk/e/technical-swapshop-mental-health-and-technology-tickets-25504161634>

That's enough from me so enjoy the news items

You know where we are if you need us..

Rick

Editor

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1. 'Enforcement is key on Equality Act'

Lawyers, campaigners, peers and academics have spoken of how disabled people can find it almost impossible to enforce their rights to equality, six years after the introduction of the Equality Act.

For more go to: <http://www.disabilitynewsservice.com/enforcement-is-key-on-equality-act/>

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2. Almost two-thirds of people with mental health issues did not admit problem to employer

The study of 1,388 workers commissioned by Willis PMI Group, part of Willis Towers Watson, found that silence was particularly prevalent among younger employees. Only 26 per cent of 16 to 24-year-olds say they talked to their manager, compared to 38 per cent of 45 to 64-year-olds.

For more go to: <http://ow.ly/10r2VK>

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3. Is chronic fatigue syndrome finally being taken seriously?

Once dismissed by many doctors as a psychological illness, new research suggests CFS has its roots in infection – and there is hope of successful treatment

For more go to: <http://www.theguardian.com/lifeandstyle/2016/apr/04/chronic-fatigue-syndrome-cfs-taken-seriously>

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4. Employers urged to 'take the lead' over mental health issues at work

Newly published figures from a YouGov survey of 1,165 Scottish workers found only 30% think their manager cares about their emotional well-being, while 23% would not discuss a mental health problem if they had one, for fear of the reaction from others.

For more go to: <http://ow.ly/4mNKbl>

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5. How businesses can support employees with dyslexia

One in ten individuals in the UK is affected by dyslexia. Dyslexia is recognised as a potential disability under the Equality Act 2010, which means that employers have an obligation to make reasonable adjustments to ensure that anyone diagnosed with dyslexia is not placed at a disadvantage in comparison to other employees.

For more go to: <http://ow.ly/QPun3006io9>

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6. Why being a disability friendly employer is good business

There's a rather significant business reason to pay attention to disability: there are around 5.7 million working age disabled people in the UK (about 14%) and five sixths of those acquired their disability as adults. However, among those who are in work there's a notable lack of visible high achievers, a symptom of what the DWP once called the 'disability glass ceiling'.

For more go to: <http://ow.ly/tWWD3009TJd>

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7. Joint reports suggest peer support could boost disabled people's employment prospects

Peer to peer support or mentoring is an effective way of boosting disabled people's employment prospects, and should have a stronger role in government work programmes - two studies by Disability Rights UK and The Work Foundation suggest.

For more go to: <http://ow.ly/6fiC300z0pL>

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8. Disability Confident attracts just 40 mainstream private sector partners... in three years

The government has signed up only about 40 mainstream private sector employers to its flagship Disability Confident employment scheme in the three years since it was launched by the prime minister, new figures reveal.

For more go to: <http://www.disabilitynewsservice.com/disability-confident-attracts-just-40-mainstream-private-sector-partners-in-three-years/>

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9. Digital Accessibility

a. BDF news coverage: Seventy per cent of websites are breaking the law on accessibility - Here's how and why that needs to change

Business Disability Forum has been checking the accessibility of websites since 2008 and in that time 70% of the sites reviewed were given a 'red' assessment - defined as 'significant potential commercial, PR or legal risk' - because of their lack of accessibility.

For more go to: <http://ow.ly/Q5XU300erXc>

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b. Will apps become the next disability lawsuit target?

Because apps are a key link between the public and a business, the accessibility of apps to individuals with disabilities, especially those individuals who are blind or have low vision, is likely to become the newest

contested cyber battleground for claims under the Americans with Disabilities Act.

For more go to: <http://ow.ly/4mQL6u>

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c. EU Approves Public Sector Digital Accessibility Rules

Public-sector websites and apps must be made accessible to those with disabilities under an EU directive recently agreed.

For more go to: <http://www.techweekeurope.co.uk/e-regulation/public-sector-accessibility-eu-europe-191240#vLHw4iLG5ffTBDIk.99>

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d. The web accessibility basics

People keep asking what the absolute basics of web accessibility are. Well, this article sets out some basic thoughts.

For more go to: <https://www.marcozehe.de/2015/12/14/the-web-accessibility-basics/>

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10. Legal News

a. Disability: No Imputed Knowledge

Can knowledge by Occupational Health of a disability be imputed to the employer?

For more go to:

<http://danielbarnettemploymentlaw.blogspot.co.uk/2016/03/disability-no-imputed-knowledge.html>

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b. Discrimination to go – Starbucks and the training trap

When a large or well-known business is found to have discriminated against an employee or customer it generates far more in publicity than a smaller organisation. This is not just because the business has a high street presence and is widely recognised. It is also because there is a sense that it should somehow have “known better” and had better policies and procedures in places to prevent such discrimination.

For more go to: <http://businessdisabilityforum.org.uk/about-us/newsletter/legal-update/legal-april-2016/#sthash.qDYN5FZI.dpuf>

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c. Employer withdrew job offer due to sickness absence

An employment tribunal held that a nurse was the victim of discrimination arising from disability, after her prospective employer withdrew a job offer after seeing a record of previous absence.

For more go to: http://www.personneltoday.com/hr/employer-withdrew-job-offer-due-sickness-absence/?utm_source=twitterfeed&utm_medium=twitter

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d. Vodafone reacts to disability discrimination case loss

Vodafone made extensive adjustments to accommodate Mr Winfield's disability, including ensuring he had fixed shifts for the last two years of his employment. In this particular case however, the tribunal concluded that they should have gone further, though it did reduce his compensation by 25%.

For more go to: <http://ow.ly/GetA3012qy8>

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e. They thought it was all over, but no one is above the law

Because the Foxes victory led by the mild-mannered Ranieri showed that success in football, as in any workplace, can be achieved without bullying your team and throwing boots at them (I've been reading about football coaches) and second because the case of Gutierrez v Newcastle United shows that no one is above the law – not even Premiership football clubs.

For more go to: <http://businessdisabilityforum.org.uk/about-us/newsletter/legal-update/legal-june-2016/>

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11. Overseas news

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

Almost 40 years after Indonesia banned the practice of shackling people with mental health conditions, nearly 19,000 are still living in chains, or are locked up in institutions where they are vulnerable to abuse, according to a new report from Human Rights Watch (HRW).

For more go to: <http://gu.com/p/4hkkd>

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b. Toxic talk - Trying to lip read in China

"I realised quite quickly that dealing with a disability in the UK was easier than in China. I like to think I wouldn't be discriminated against in the workplace or held back in a career. In my internship, I've been given the support I need, including using email instead of telephones. Not everyone is so fortunate."

For more go to: <http://ow.ly/Ehid30081ut>

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