



Freeney Williams Ltd.

<http://www.freeneywilliams.com>

The Disability and Equality Agenda e-Bulletin – March 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

Welcome to the March edition of the DEA.

It's been a busy couple of months here and most of it seems to have been dominated by our work on the Click-Away Pound Survey we told you about in January. We've been looking at the emerging findings, which are proving as interesting as we thought so take a look at those and other useful items at

<http://www.clickawaypound.com>

If you can continue to get disabled people to take the Survey please do. We still want more people to complete it as the more that do the more persuasive the research.

As some of you might know we are the cinema sectors' specialist disability consultants and once again this year the sector are running a series of special screenings between 26 March and 10 April to celebrate World Autism Awareness Day on 2 April. So far the cinemas have committed to running nearly 1000 special Autism Friendly Screenings (AFS) across the UK – to see the listings go to <http://www.yourlocalcinema.com/AFS.html>

But did you know that whilst they are called autism friendly screenings they can be suitable for a wide range of people with differing disabilities. The key features of an AFS is the lights are kept on at a low level, the sound is turned down a bit, behaviour rules are relaxed and there are no adverts or trailers. For more details about who might benefit from going to an AFS and the differences from a standard screening go to <http://www.cinemauk.org.uk/ukcinemassupportworldautismawarenessday>

So spread the word!

OK so it's back to the Survey for me. You know where we are if you need us.

Rick, Editor

In this month's edition:

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1. Disabled people 'are being left behind' in the hunt for jobs, claims thinktank

The government has been accused of "leaving the disabled behind" in its drive for greater employment, after it emerged that more than half of the households in which nobody works contain at least one adult with a disability.

For more go to: <http://www.theguardian.com/uk-news/2016/jan/31/disability-jobs-report-left-behind>

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2. Deaf charities welcome Ofcom research into BT's text relay service

The research, which included quantitative and qualitative elements, found that there was a high level of user satisfaction for the service, with the average number of complaints at 1 per 6,250 calls.

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

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3. What if the computer says no because you are a disabled consumer?

What happens when you are not quite a "standard" consumer? What if the computer says no when you state your needs or circumstances?

For more go to: <http://www.theguardian.com/public-leaders-network/2016/feb/11/computer-disabled-consumer-businesses-unique-needs>

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4. Legal news

a. Discrimination and Time Limits

Can an employment tribunal consider complaints of different types of discriminatory conduct when considering whether there is an act extending over a period?

For more go to:

<http://danielbarnettemploymentlaw.blogspot.co.uk/2015/11/discrimination-and-time-limits.html>

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b. Starbucks employee wins dyslexia discrimination case

A woman with dyslexia has won a disability discrimination case against her employer Starbucks after she was accused of falsifying documents. A tribunal found Meseret Kumulchew had been discriminated against after making mistakes due to her difficulties with reading, writing and telling the time.

For more go to: <http://www.bbc.co.uk/news/uk-35521061>

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c. Disability Discrimination: Meaning of 'Day to Day' Activities

Are 'warehouse operations', such as manually lifting and moving cases of up to 25 kg, 'normal day-to-day activities' for the purposes of disability under the Equality Act 2010?

For more go to:

<http://danielbarnettemploymentlaw.blogspot.co.uk/2016/02/disability-discrimination-meaning-of.html>

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5. E-access bulletin re-launched

Headstar's E-access bulletin, an email newsletter containing independent, lively news and features on all issues surrounding access to technology by people with disabilities including people who are blind or have impaired vision, has been re-launched. All the monthly bulletin's content is newly researched, and written or commissioned by Headstar's own journalists. The newsletter is emailed out in plain text format, with all formatting designed to be easy to read by special access technologies such as text-to-speech and text-to-Braille. It's completely free - simply email eab-subscribe@headstar.com with 'subscribe eab' in your subject line to sign up.

For more go to:

http://www.headstar.com/site/scripts/documents_info.php?categoryID=1&documentID=11

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6. Include or lose: Design for the whole market

With the world's population ageing, it is worth considering how adopting inclusive design principles can increase profits for companies. One key way of making design accessible, is involving potential users of your products and services from the outset.

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

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7. Overseas news

a. Europe: Eleven major companies agree to promote inclusion of persons with disabilities

The International Labour Organization has announced that Accenture, Accor Hotels, Dow Chemical, L'Oréal, Standard Bank Group, Michelin and others have become the first signatories of the newly-created Global Business & Disability Network Charter.

For more go to: <http://ow.ly/U7W27>

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b. USA: Scientists were surprised at how much hiring managers discriminate against workers with disabilities

Test data showed that applicants who disclosed their disabilities received on average 26% less employer interest than those without disabilities. Though researchers found the disability gap to be concentrated among small private firms that are not covered by the American with Disabilities Act.

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

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c. Worldwide web accessibility - cases from the USA

Websites and online applications must be accessible for all users including people with disabilities. Most companies know this and yet their websites remain either inaccessible or unusable for many disabled people. In the UK few organisations have been sanctioned for inaccessible websites under the Equality Act 2010. Not so in the USA.

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

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d. Australia: Reaction to jobseekers' mental illness more likely to be negative, says study

People with a mental illness who disclose their condition to potential employers are more likely to be treated negatively than supported, a national survey led by the University of Melbourne has found.

For more go to: <http://www.theguardian.com/society/2016/feb/04/reaction-to-jobseekers-mental-illness-more-likely-to-be-negative-says-study>

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