



Freeneey Williams Ltd.
<http://www.freeneeywilliams.com>

The Disability and Equality Agenda e-Bulletin – October 2016

For information about how Freeneey Williams Ltd can help your organisation achieve the disability and equality agenda please contact:
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Editor's Note

Hi all

Some of you will have spotted there was no DEA over the Summer; not because we were sunning ourselves here at Freeneey Williams but we've been up to our eyes in the Click-Away Pound report writing. We are hoping to launch the report before Christmas so watch this space but to give you a taste of some of the higher level findings:

- * Over 70% of disabled internet users have access needs when using the internet related to their disability – 6.4 million in the UK
- * 71% of those users simply click-away from a website where they encounter barriers
- * This equates to a displaced spend of £10.4 billion per year
- * 84% of disabled internet users would spend more but websites and their design makes it too hard for them to spend their money

On top of this our other research shows that over 70% of websites have significant access barriers!

If there was ever a more compelling argument for having an accessible website I've yet to read it. Watch this space for more and if you want to talk to us about improving your website and getting a slice of this business just get in touch.

Also briefly . . . in response to several of our clients' enquiries we have developed and piloted a new course which clarifies many of those mystifying and misunderstood issues around personal data and disability and what can and can't be done with it! For more information just get in touch.

Enjoy the DEA and you know where we are if you need us.

Rick
Editor

Newsflash: Click-Away Pound report to be launched on 1 December – more to follow.

A plain-text version of the Disability and Equality e-Bulletin is attached to this email.

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1) Disability disclosure remains low among jobseekers, survey suggests

Survey finds disabled people are underrepresented on job application figures and may be avoiding mentioning disabilities to recruiters and organisations.

For more go to <http://ow.ly/8h5Y303he8P>

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2) Third of UK workers believe disability is still a barrier to career progression

Disability is still a barrier to career progression, according to more than a third (37%) of UK workers, a study has found.

For more go to <http://ow.ly/8Cyb304Be2e>

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3) Disability-inclusive development isn't cheap, but exclusion has a higher price

Counting costs in development is important, but excluding disabled people not only has an economic impact, it also denies their human rights.

<https://www.theguardian.com/global-development-professionals-network/2016/jun/21/disability-inclusive-development-cost-exclusion-higher-price>

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4) Getting Better: Local councils in the UK have 'significantly improved' their website accessibility for users with disabilities

The annual Better Connected report (carried out by public sector IT management body Socitm) found that 64% of council websites passed its accessibility test, compared to 43% in 2015 and only 26% in 2014. The test assesses sites for ease of use with technologies like screen-readers and keyboard-only controls.

For more go to <https://betterconnected.socitm.net>

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5) Research finds companies are still 'fearful' of hiring disabled people

Most recruiters say that companies either fear or are unsure about hiring disabled candidates, according to a poll of 100 recruitment companies conducted on behalf of the Recruitment & Employment Confederation.

For more go to
<http://ow.ly/QHoS301TYpT>

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6) Prosecutions for hate crimes against disabled people surge by more than 40 per cent in a year

The number of prosecutions for hate crimes against disabled people has surged by 41.3 per cent in the last year. In 2015-16 there were 941 prosecutions for disability hate crimes, official figures show.

For more go to
<http://www.telegraph.co.uk/news/2016/07/13/prosecutions-for-hate-crimes-against-disabled-people-surge-by-mo/>

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7) **People with disabilities treated like second-class citizens, says watchdog**

Equality and Human Rights Commission says failure to protect rights of disabled people is badge of shame.

For more go to

<https://www.theguardian.com/society/2016/jul/19/people-with-disabilities-treated-like-second-class-citizens-says-watchdog>

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8) **David Isaac, Chair of the EHRC: ‘Disabled people still face huge barriers’**

The new head of the Equality and Human Rights Commission plans to raise the organisation’s profile and make it a spirited defender of human rights.

For more go to

<https://www.theguardian.com/society/2016/jul/06/david-isaac-head-ehrc-disabled-people-barriers-raise-profile>

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9) **Mental health**

a) **Action to tackle mental health issues ‘is disappointing’**

Employers’ attempts to address the rapid rise of mental health problems in the workplace have been branded ‘disappointing’ by the CIP. With people’s experiences of mental health problems at work on the increase, it’s disappointing not to see more employers stepping up to address them.

For more go to

<http://bit.ly/2agt3w2>

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b) **One in three employees have experienced mental health issues, CIPD survey finds**

New research from the CIPD found that in 2016, almost a third (31 per cent) of the over 2,000 employees surveyed said they have experienced a mental health problem at some point during their working life, compared with a quarter (26 per cent) in 2011.

For more go to

<http://ow.ly/DjqV302GuKy>

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c) **Cost of depression in the workplace across 8 countries is \$256 billion, according to new study**

Depression in the workplace continues to have a “devastating” impact of organisations and economies if not addressed.

For more go to
<http://ow.ly/rkkn304G1gx>

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d) I'm lucky – my manager supports me with my depression

I can't sugarcoat it: disclosing my mental health condition was terrifying. But an employee's experience shouldn't depend on their manager's disposition.

For more go to
<https://www.theguardian.com/voluntary-sector-network/2016/jul/11/manager-support-depression-mental-health>

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10) Withdrawal of job offer because of absences in previous role arose from disability

In *West v Yorkshire Ambulance Service NHS Trust*, Mrs West is a nurse who is disabled due to three conditions: osteoarthritis, asthma and depression. Her previous employment as a nurse at New Hall Prison was terminated by consent following long term sick leave as she was incapable of fulfilling her role.

For more go to <http://ow.ly/PsB4301q17A>

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11) Overseas news

a) Why is the Bolivian government turning water cannon on disabled protesters?

A long-running protest over benefits has resulted in a heavy-handed response by police in Bolivia. Where will it end?

For more go to
<https://www.theguardian.com/global-development-professionals-network/2016/jun/21/bolivia-government-water-cannon-disabled-protesters>

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a) Disability rights around the world: from 1944 to the present day

Since the second world war, disability legislation has increased substantially, but there's still a long way to go.

For more go to
<https://www.theguardian.com/global-development-professionals-network/ng-interactive/2016/jun/22/disability-rights-around-the-world-from-1944-to-the-present-day>

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b) Mexico City from a wheelchair: 'There's no second chance on these streets'

Abraham Plaza is on a mission to break down the countless barriers – physical, mental and social – that make daily life in Mexico City so tough for people with disabilities. But with the help of an alliance of NGOs, he finally sees signs of hope.

For more go to

<https://www.theguardian.com/cities/2016/jun/23/mexico-city-wheelchair-users-disability-street-workout-athlete-abraham-plaza>

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c) South Asian communities need to root out disability stigmas

24-year-old Lyla Asif talks about the stigma she faces as a young Pakistani woman with cerebral palsy from other people in the South Asian community in the UK, and how she hopes to help others understand that her disability does not define her.

For more go to

<http://ow.ly/H82D3020qll>

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