

# The Law And Equal Opportunities – Disability Legislation

**Course length:** 45 mins\*

**Course Code:** 103080BT007

**This course will help you to ensure that your employment policy does not contravene current and planned UK law and codes of practice in respect of disability discrimination.**

## Benefits for the Learner

It is unlawful for any business, regardless of its size, to directly discriminate against a disabled person just because they are disabled.

This course helps you to understand your responsibilities under both the Disability Discrimination Act 1995 and key amendments to the Act, which came into force in 2005.

## Benefits for the Business

It is more than ten years since the Disability Discrimination Act 1995 was introduced, but still only 50% of registered disabled people living in the UK are in employment, compared with more than 80% of people without disabilities. And disabled people are still two times less likely to be employed than able-bodied people who are similarly qualified.

This course is an excellent first step in ensuring that your business goes further towards meeting its legal and social responsibilities under the 1995 Act and its recent amendments.

## What Does the Course Cover?

The Disability Discrimination Act 1995:

- Defining 'disabled'
- Who is protected and from what?
- Scope of employment provisions
- Justification
- 'Reasonable Adjustment'
- The Disability Discrimination Act 1995 (Amendment) Regulations 2003

## How Long Does the Course Take?

You can work through this course at your own pace. It should take you around 45 minutes to complete.

\*Courses are accessible for six months from the date of purchase.