

Disability Discrimination



Learning outcomes:

- Ability to define what the definition of disability means.
- Identify disability discrimination in the workplace.

What you will need:

- Snakes and ladders mat and inflatable dice
- "Dicing with Disability" cards
- Handout 10 - Disability discrimination during absence

Content and suggested timings:

Introduction – how do you define disability?	10 mins
Making reasonable adjustments	5 mins
"Dicing with Disability" activity	45 mins
Total duration:	60 mins

Introduction – how do you define disability?



Flipchart the following definition of disability (Equality Act 2010):

"A physical or mental impairment that has a '**substantial**' and '**long-term**' negative effect on your ability to do normal daily activities."



Underline and clarify the meaning of:

'Substantial' - more than minor or trivial, e.g. it takes much longer than it usually would to complete a daily task like getting dressed.

'Long-term' - meaning 12 months or more, e.g. a breathing condition that develops as a result of a lung infection.

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