



Solutions in Disability

There is a requirement under Disability legislation for employers, service providers and managers of premises to make “reasonable adjustments” to enable a person with a disability to be employed, to continue to be employed, be accommodated and gain access and move around a building or premises.

The Management of Health & Safety at Work Regulations 1999 places a duty on the employer to assess the risks to the health and safety of employees and to others who may be affected by the conduct of the undertaking. Within the Code of Practice to this are categories of persons who may be at particular risk and for whom a risk assessment is necessary. One of these categories is “disabled persons”.

Disability is defined as “a person has a disability.....if he (or she) has a physical or mental impairment which has a substantial and long term adverse effect on his (or her) ability to carry out normal day to day activities.” Employers and others with control of buildings are expected to introduce measures aimed at ending unfair discrimination against persons with disabilities.

Employers, Service Providers and landlords and other persons in connection with the selling, letting and managing of premises have a duty not to treat disabled people less favourably than others for a reason relating to their disability unless this can be justified. The duty of reasonable adjustment applies where any physical feature of premises or any arrangements made result in substantial disadvantage to a disabled person compared to a non-disabled person.

“Reasonable adjustments” include:-

- ◆ Making adjustments to premises
- ◆ Reallocating part of the job to another person
- ◆ Transferring the person to fill an existing vacancy
- ◆ Altering the person’s working hours
- ◆ Assigning the person to a different place of work
- ◆ Allowing absences during working hours for rehabilitation, assessment or treatment
- ◆ Providing appropriate training
- ◆ Acquiring or modifying equipment
- ◆ Modifying instructions or reference manuals
- ◆ Modifying procedures for testing or assessment
- ◆ Providing readers or interpreters
- ◆ Providing supervision

Businesses often find it difficult to tackle Disability issues and the cost of getting it wrong can be significant. They also find interpretation of standards a problem.



JRL Solutions Ltd works to appropriate standards to address these problems for businesses including reference to:-

- ◆ Disability Discrimination Act 1995
- ◆ Disability Discrimination Act 2005
- ◆ Disability Discrimination Act 1995(Amendment) Regulations
- ◆ Building Regulations 2007 Approved Document M Access to and use of buildings
- ◆ Health and Safety Acts, Appropriate Regulations
- ◆ Approved Codes of Practice and Guidance

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If you wish to discuss further please contact us in a way best for you. We are always happy to talk with no obligation.

We can discuss details, your specific requirements and satisfy your needs.

Cost always reflects quality and value. We always present a proposal for your consideration with full estimated costs.

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JRL Solutions Ltd offers the following Solutions to businesses facing Disability issues :-

- ◆ **Structured Disability audits to assess the building, premises and surrounding curtilage areas, and judge whether “reasonable adjustments” and other obligations have been met. The audit is comprehensive, divided into all appropriate sections, as indicated in standards, and makes recommendations.**
- ◆ **Specific Disability assessment of individuals to assess whether “reasonable adjustments” and other obligations have been met and make recommendations.**
- ◆ **An opinion to interpret standards required.**

A feature of our work is that we involve the people with disability in the solution.