

## **The Disability Discrimination Act (1995) - Implications for Managers (N.I. Only)**

### **Duration:**

One day

### **Objective**

The DDA came into effect in 1995. It has been amended a number of times since by regulations implemented in Northern Ireland. Anyone with a disability is protected by the DDA. The DDA defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”. This includes significant sight loss.

The types of discrimination it can help you challenge are:

direct discrimination (such as a ban on employing blind people)

disability related discrimination (for example, a taxi driver refusing to take a blind passenger because they have a guide dog)

failure by an organisation to make a reasonable adjustment to allow you access to goods, facilities and services

victimisation

harassment.

In 2010, the DDA was replaced with the Equality Act in England, Scotland and Wales. The information on this outline now only relates to Northern Ireland.

The Disability Discrimination Act 1995 (DDA) requires reasonable adjustments for both customers and employees with disabilities. The Act places a number of Duties on all businesses who provide goods, facilities and services to the public and this one-day highly participative programme is designed to quickly bring delegates up to speed regarding their own and their organisation’s duties and obligations.

### **Contents**

This practical and participative programme will provide managers / team leaders with a clear understanding of:

Perceptions and stereotypes of disability

Models of disability

Definitions of disability discrimination

Guidance on reasonable adjustments

Explanation of the Duties placed upon service providers and employers

The barriers that can exist to accessing both services and employment

### **Who should attend**

The programme is intended for anyone who has responsibility for managing service delivery and / or staff.

### **Course benefits**

Assist managers to manage service delivery to people with disabilities

Help managers to appreciate barriers for people with disabilities in workplace

Give managers more confidence in communicating with people with disabilities

Help managers to reduce likelihood of disability discrimination claims

### **Additional information**

This course is highly participative, utilising a variety of exercise and activities and all delegates will receive a comprehensive manual and pack of materials.

### **Certificates**

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All delegates who successfully complete this course will receive a Certificate of Attendance.

**Trainers background**

The Trainer has over twenty years experience in designing bespoke training programmes around the DDA and has trained thousands of people on Equality and Disability issues. He combines his operational management experience with a practical and congenial training style and has successfully delivered this particular programme to organisations from across all sectors, providing delegates with informed advice and guidance.