



Disability Policy

The Disability Rights Commission Act 1999 led to the establishment of the DRC in April 2000. It is now part of the Equality and Human Rights Commission. Its statutory duties were:

- To work to eliminate discrimination against disabled people.
- To promote equal opportunities for disabled people.
- To encourage good practice in the treatment of disabled people.

The Disability Discrimination Act (1995 and extended in 2005) sets out the circumstances in which a person is "disabled". It says you are disabled if you have a mental or physical impairment that has an adverse effect on your ability to carry out normal day-to-day activities. That the adverse effect is substantial, the adverse effect is long-term (meaning it has lasted for 12 months, or is likely to last for more than 12 months or for the rest of your life) and at least one of these areas must be badly affected:

- mobility
- manual dexterity
- physical co-ordination
- continence
- ability to lift, carry or move everyday objects
- speech, hearing or eyesight
- memory or ability to concentrate, learn or understand
- understanding of the risk of physical danger

Pathfinder Trust is committed to upholding the Disabilities Act and providing a service which ensures equality of opportunity in it's core remit to provide training for all, in a positive and proactive manner, and not to discriminate in any way against those that have a disability.

Pathfinder is committed to understanding, addressing, and overcoming, wherever possible, any barriers to participation.

As both a service provider and an employer we will ensure that we treat people equally, irrespective of disability, background, race, gender, religion, ability or sexual orientation.

We will engage with people to ensure the service is relevant and meets their needs. We will empower both staff and clients to recognise and counter discrimination, and be supported in doing so.

In the case of clients with disabilities we will make every effort to accommodate staff and clients wherever possible, by making reasonable adjustments.
We are committed to providing, within our available funding structure;

21 inch monitors,
trackball mice,
adjustable tables,
adaptive software
audio aids
touch screen aids
wheel chair access

Further information is available at:

www.disability.gov.uk

www.equalityhumanrights.com

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