

What Does 'Disabled' Mean at Work?

A simple UK workplace guide to the Equality Act 2010 definition.

IMPAIRMENT



physical or mental

SUBSTANTIAL EFFECT



more than minor or trivial

LONG-TERM



has lasted or is likely to last
12 months+

The effect is considered on normal day-to-day activities.

IMPORTANT

Someone does not need to use the word 'disabled' about themselves for the Equality Act definition potentially to apply. The legal test is about the impact of the impairment.

AT WORK

Protection covers recruitment and employment. Employers also have a duty to make reasonable adjustments in relevant circumstances.

DON'T REDUCE A PERSON TO A LABEL

Two people with the same condition can have very different barriers. Ask about the person's actual experience, the work task and the environment.