

What exactly do we mean by disability discrimination?

Here are some examples of discrimination which would be unlawful under the 2010 Equality Act.

Joe works in a team of ten other men and women at a call centre. Joe is partially sighted and relies upon a number of different aids to perform his day to day duties and is a good worker with a 95% customer satisfaction record. Due to his disabilities, however, Joe has to take a day off every month for a hospital appointment with a specialist. The time has come for Joe's supervisor to decide who to recommend for promotion, and Joe expresses his interest in the new position the company is offering. Joe's supervisor decides not to recommend him, stating that although his work performance is impressive, the time he takes off work means he is unsuitable for the position.



Magda's hobby is DIY, and she's looking forward to visiting a new hardware store that's about to open in her town. Magda was injured in a car accident some years before, and was paralysed from the waist down, so she uses a wheelchair and other mobility aids to help her get around, including an adapted vehicle. When the opening day arrives, Magda drives into to the hardware store and pulls into the carpark, only to find that the parking spaces are far too narrow for her needs, and no disabled parking spaces have been provided.

Ashram works in the warehouse of a high-end fashion retailer and has a visible difference; a large birth mark across his forehead, which he was born with. One day, the store's manager comes into the warehouse and says they need an extra person on the shop floor, as a member of staff has gone home sick. He scans the room, ignores Ashram, who has customer service experience, and picks a work experience girl instead. Ashram feels certain he has been overlooked due to his visible difference.