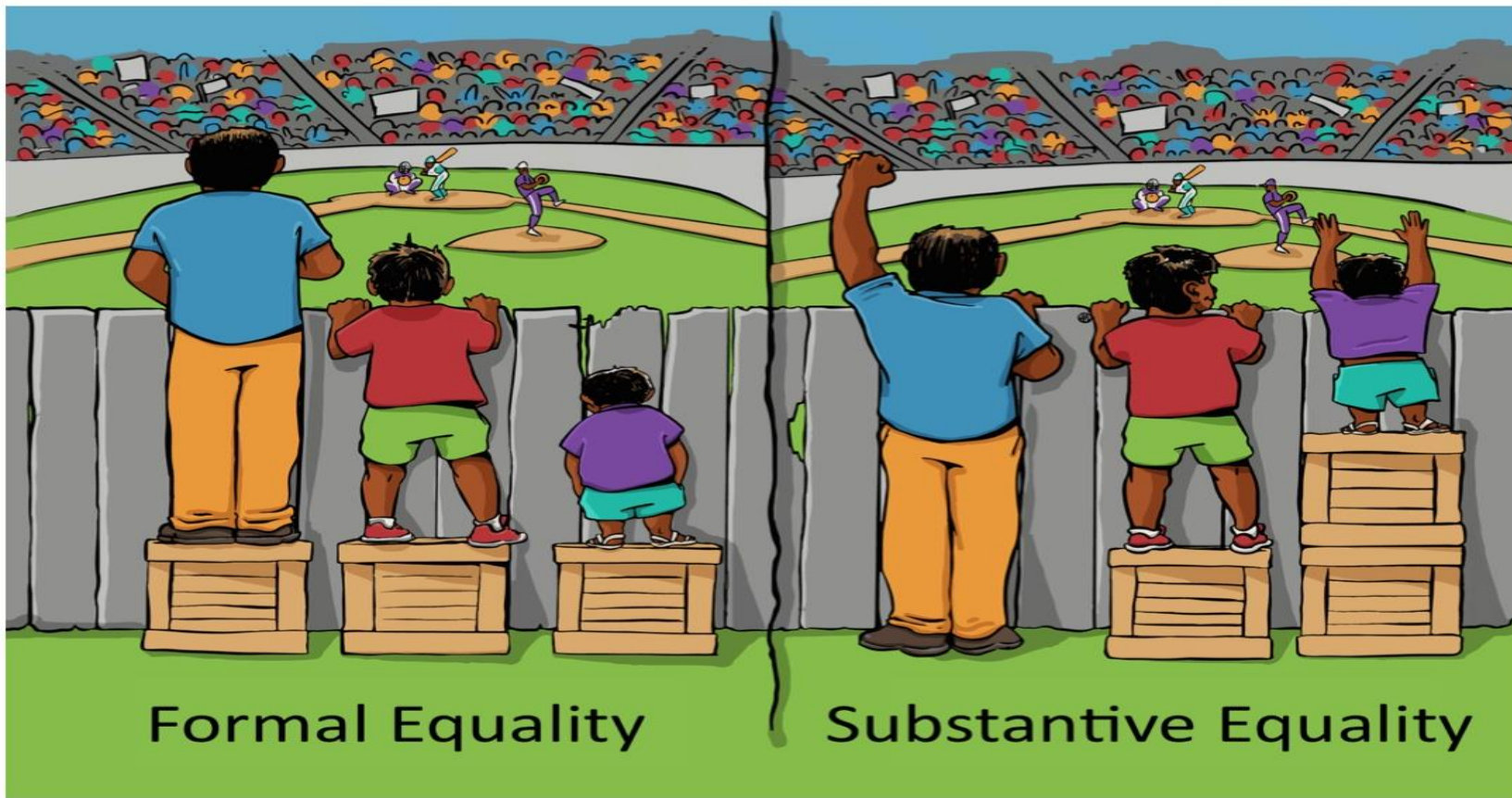


TYPES OF EQUALITY



TYPES OF EDI FUNDING APPLICATION

- Becoming an equal opportunities employer
- Ensuring that everyone knows about and can access resources and support
- Making the lived experience of marginalised and intersectional groups heard
- Campaigning for greater rights or recognition of certain issues affecting people with visible differences

TIPS FOR APPLICANTS

- Ensure your proposed project is lawful
- Joint applications welcome



IMPROVING WORKPLACE EQUALITY FOR PEOPLE WITH A VISIBLE DIFFERENCE

Dr Hannah Saunders, QMUL

14 July 2023

With thanks to the VTCT Foundation

EQUALITY ACT 2010

S.6 definition of disability:

- A person (P) has a disability if—
- (a) P has a physical or mental impairment, and
- (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

Sched 1:

‘An impairment which consists of a severe disfigurement is to be treated as having a substantial adverse effect on the ability of the person concerned to carry out normal day-to-day activities.’

PROJECT OVERVIEW

- Information about rights
- Creating appearance-inclusive workplaces
- Awareness about the topic of visible difference equality

INFORMATION ABOUT RIGHTS

FOR INDIVIDUALS

The screenshot shows a website with a yellow header containing navigation links: 'About visible difference', 'Advice & guidance', 'Services & support', 'Real stories', 'Get involved', and a red 'DONATE' button. Below the header, a teal banner features the title 'Your legal protection from discrimination at work as someone with a visible difference' and a paragraph: 'If you have a visible difference or disfigurement, you may have the legal right not to be discriminated against at work. Find out whether this might apply to you.' At the bottom, there are two sections: 'ON THIS PAGE' with a list of questions like 'I have a visible difference. Am I protected from discrimination at work?' and 'IN THIS SECTION' with links for 'COVID-19 advice & support' and 'Confidence & self-esteem'.

FOR LEGAL ADVISERS

The screenshot shows a legal research website interface. At the top, there's a blue header with 'THOMSON REUTERS PRACTICAL LAW' and a search bar containing 'severe disfigurement'. A left sidebar has a 'Filter' section with a 'Select multiple' toggle and expandable categories for 'Resource Type', 'Practice Area', and 'Jurisdiction'. The main content area displays a list of legal notes under the heading 'severe disfigurement'. The list includes: 1. A general note on discrimination and reasonable adjustments; 2. 'Harassment' with a sub-note on the 'general' test; 3. 'Disability discrimination' with a sub-note on types of discrimination; 4. 'Direct discrimination' with a sub-note on association and perception; and 5. 'Disabled employees: New duties for employers' with a sub-note on obligations under the 1995 Act.

APPEARANCE-INCLUSIVE WORKPLACES

- Auditing policies, procedures and branding
- Recruitment
- Support and adjustments
- How to have the conversation

ROADSHOW...

- Universities HR departments
- Association of Engineering and Consultancy
- Participant employers
- CIPD, Disability Confident, etc.

AWARENESS

- Working with Face Equality, side panel at UN Conference
- Submission to UN report on Artificial Intelligence and impact on disabled people
- Submission to EHRC's inquiry into fairness and impact of EA 2010
- Face Equality Conference
- Academic publications, blogs etc
- People's Parliament public engagement exercise
- Conference: Appearance and the Law 2022
- Appearance and the Law discussion group

