

Nearly 30 Years since the Disability Discrimination Act 1995

Time to take stock

What have we achieved?

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Research Proposal

- ▶ I am not a Researcher or Academic
- ▶ It is nearly 30 years since the Disability Discrimination Act 1995 and nearly 15 years since the Equality Act 2010
- ▶ What positive impact have these two important pieces of legislation had in creating more opportunities and life chances for disabled people

Back ground to my Research Proposal

- ▶ We talk a lot about:
 - ▶ The social model of disability
 - ▶ The need for more legislation
 - ▶ The need to reform the benefits system so that it is based on the social model and does not incorporate ableism

What research is needed?

- ▶ I would suggest using the following research techniques:
 - ▶ Interviewing workers and recently retired workers about whether the workplaces is now or more less inclusive and accessible for disabled workers
 - ▶ Interviewing business people and employers to find out if, and how, they have made their workplace(s) more accessible and inclusive?
 - ▶ Do businesses and employers use reasonable adjustment passports?
 - ▶ Online surveys would be issued to both business people and workers with a mixture of open and closed questions

How do we assess whether legislation has brought about positive change?

- ▶ Since these two acts were implemented has the proportion of disabled people not working reduced?
- ▶ Do workers and business people understand the 'Social Model' of disability?
- ▶ Do they agree with it?
- ▶ How does it affect how they behave?
- ▶ Identify existing research which provides empirical evidence for whether workplaces are more accessible and inclusive. If they are, how have they changed

What conclusions can be drawn about whether:

- ▶ Disabled people are more able to work?
- ▶ Employers are more inclusive?
- ▶ Legislation - especially the Disability Discrimination Act and the Equality Act - has improved the opportunities of sustained employment for disabled people?
- ▶ We need stronger enforcement or new legislation?
- ▶ The EHRC has been an effective organisation to enforce the rights of disabled people?

Summary

- ▶ How do we know whether we need to strengthen the enforcement of current legislation or do we need new legislation?
- ▶ I am not a researcher or academic and would welcome your advice on the best way to proceed with this research project
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Final Thought

- ▶ If we wish to reach our final destination we must know where the journey started and how far we have come. If we do not know this how do we know how far we still need to travel