

Disability



If during your time on a TBG learning programme you feel you have been discriminated against because of your disability you should:

- ✓ talk to your Tutor/Employee Development Specialist to see if she/he can help you

If you are still unhappy you can:

- ✓ ring TBG and ask to speak to Barbara Read on 0121-200-1140
- ✓ e-mail TBG on bread@tbglearning.com

Useful websites

Disability Law Services

www.dis.org.uk

Disability Rights Commission

www.drc.org.uk

Citizens Advice Bureau

www.nacab.org.uk

How to contact us...

TBG Learning Head Office

Lombard House, 145 Great Charles Street, Birmingham B3 3JR
t: 0121 200 1140 f: 0121 233 0573/9567
email: headoffice@tbglearning.com

TBG Learning West Midlands

5th Floor, Lombard House
145 Great Charles Street
Birmingham B3 3JR
t: 0121 200 2646
f: 0121 233 9567
email: customerservice.westmids@tbglearning.com

TBG Learning Derbyshire

6th Floor St. Peter's House
Gower Street
Derby DE1 1SB
t: 01332 202828
f: 01332 202804
email: customerservice.derby@tbglearning.com

TBG Learning South London

13-14 Ellersie Square
Lyham Road
London SW2 5DZ
t: 020 7274 4106
f: 020 7274 0764
email: customerservice.sln@tbglearning.com

TBG Learning Tendring

103-105 Carnarvon Road
Clacton-on-Sea
CO15 6QA
t: 01255 430053
f: 01255 688240
email: customerservice.tendring@tbglearning.com

TBG Learning Colchester

Portal House
27 Southway
Colchester CO2 7BA
t: 01206 366341
f: 01206 366358
email: customerservice.colchester@tbglearning.com

TBG Learning West London

84 Uxbridge Road
Ealing, London
W13 8RA
t: 020 8566 5252
f: 020 8579 6735
email: customerservice.wln@tbglearning.com

TBG Learning Newham

1A Cloughton Road
Newham
London E13 9PN
t: 020 8548 9489
f: 020 8472 1022
email: customerservice.newham@tbglearning.com

TBG Learning Gravesend

23-25 King Street
Gravesend
Kent DA12 2DU
t: 01474 566588
f: 01474 569100
email: customerservice.gravesend@tbglearning.com

TBG Learning Tower Hamlets

3rd Floor Truman Building
91-95 Brick Lane
London E1 6QL
t: 020 7247 0036
f: 020 7426 0560
email: customerservice.tower@tbglearning.com

TBG Learning Barking

Monteagle Court
Unit 6A Waking Road
Barking Essex IG11 8PD
t: 020 8507 1377
f: 020 8507 1296
email: customerservice.barking@tbglearning.com

Employer Division (Apprenticeships & NVQ'S)

TBG Learning West Midlands Region

5th Floor, Lombard House
145 Great Charles Street
Birmingham B3 3JR
t: 0121 200 2646
f: 0121 233 9567
email: westmids-ed@tbglearning.com

TBG Learning London Region

Unit 5 Waking Road
Barking Essex
IG11 8PD
t: 020 8591 8881
f: 020 8507 1296
email: london-ed@tbglearning.com

TBG Learning East Midlands Region

6th Floor St. Peter's House
Gower Street
Derby DE1 1SB
t: 01332 202828
f: 01332 202804
email: eastmids-ed@tbglearning.com

TBG Learning South East Region

Portal House
27 Southway
Colchester CO2 7BA
t: 01206 366341
f: 01206 366358
email: southeast-ed@tbglearning.com

www.tbglearning.com



Disability

What does “disabled” mean?

Based on research, around one in five people of working age are considered by the Government and by the Disability Rights Commission (DRC) to be “disabled”.

What that means is they have a disability or long-term health condition that has an impact on their day to day lives.

It is important that people have rights - people with cancer, diabetes, multiple sclerosis, or heart conditions, people who have a hearing or sight impairment or a significant mobility difficulty, can be treated unfairly. The same is true of people who have mental health conditions or learning difficulties.

Disabled people often do not get fair treatment in their everyday lives.

The Disability Discrimination Act aims to end this discrimination

When can discrimination happen in learning or at work?

- in the recruitment process
- in the terms and conditions of employment offered by the employer
- by refusing to offer a suitable job or learning programme to a disabled person
- in chances for promotion, transfer or training or by limiting opportunities
- by dismissing a person with a disability unfairly or by treating them less fairly than other learners or workers
- by failing to provide reasonable adjustments for disabled people

What does “discrimination” mean?

The Disability Discrimination Act (DDA) was passed in 1995 to end the discrimination that many disabled people face. It protects disabled people in:

- Employment
- Access to good facilities & services
- The management, buying or renting of land or property
- Education

For Service Providers

- Since December 1996 it has been unlawful to treat disabled people less favourably for a reason related to their disability.
- Since October 1999 they have had to make reasonable adjustments for disabled people, such as providing extra help.
- Since October 2004 they have had to make reasonable adjustments to the physical features of their premises to overcome physical barriers to access.