

Disability Discrimination Act 1995

The business case

Please note that this factsheet gives general guidance only and should not be treated as a complete and authoritative statement of the law.

Benefits

- Employing the **best person for the job**.
By far the most frequent benefit quoted by employers who have recruited and retained a disabled employee.
- **Committed and reliable** workforce.
Employers find that disabled employees have a strong commitment to work, good punctuality records and are more likely to stay in the job.
- **Efficient** workplace.
Retaining an employee who becomes disabled makes use of skills and knowledge already in place. This is sound commercial sense.
- More representative and **diverse organisation** and feel good factor.
Employing disabled people may help increase the number of disabled customers using the service, and increase staff morale.
- Adjustments made for disabled employees can benefit other employees as well as **customers**.
You might get more business if services are available to all customers. One in five people in Northern Ireland have a disability – that is a lot of potential customers!

Costs

- Most disabled people in work do not require adjustments. Where adjustments are required they generally cost very little and often there is Government **financial help available**.
- A recent research study showed that the majority of service providers that had made adjustments stated that the associated **benefits** of employing disabled people were greater than or equal to the costs of any adjustments.¹

- Another research study showed that 44% of adjustments **cost less than £50**². The most common types of adjustments were adjustments to the physical working environment and provision of support or assistance.
- It generally **costs less to make adjustments for an employee who becomes disabled than to recruit and train a new one.**
- Improvements in communications technology enable an employer to offer more flexible work conditions such as equipment for working from home which can provide **savings in premises costs.**
- **Failure to comply** with the Disability Discrimination Act can be costly: litigation costs, compensation awards, bad publicity.

Further Help?

Other factsheets in this series on employing disabled people are available from:

Equality Commission

FOR NORTHERN IRELAND

The Equality Commission for Northern Ireland
 Information and Advice Department
 Equality House
 7-9 Shaftesbury Square
 Belfast BT2 7DP
 Telephone: 028 90 500 600
 Textphone: 028 90 500 589
 Fax: 028 90 248 687
 Email: information@equalityni.org
 Website: www.equalityni.org

[¹“Costs and benefits to service providers of making reasonable adjustments under Part III of the Disability Discrimination Act”, DWP research report no 169, ISBN 1841234761.]

[²“Integrating disabled employees” Department for Education and Employment research report 56.]