

Disability Discrimination Act 1995

Employing disabled people - useful contacts

1. The Equality Commission for Northern Ireland

The Equality Commission for Northern Ireland provides a one-stop point for all your enquiries about the Disability Discrimination Act 1995 and employing disabled people as well as other equality legislation. Other factsheets in this series on employing disabled people are available from:



Address: Equality House
7-9 Shaftesbury Square
Belfast BT2 7DP

Telephone: 028 90 500 600
Fax: 028 90 248 687
Textphone: 028 90 500 589
E-mail: information@equalityni.org
Website: www.equalityni.org

Professional staff can provide advice and information and can direct you to a range of organisations, like those listed below, to contact about your particular query if they cannot answer it.

2. Voluntary Organisations

There are a number of voluntary organisations, which can offer advice. Familiar names are:

- Royal National Institute for the Blind
- Royal National Institute for Deaf People
- Disability Action
- Rethink Severe Mental Illness
- MENCAP (for people with learning disabilities)
- Cedar Foundation
- British Dyslexia Association, and
- N.I. Employers' Forum on Disability.

There are many more - just contact the Equality Commission for Northern Ireland.

3. Department of Employment & Learning

The Department of Employment and Learning's teams of Disablement Employment Advisors are based in local Jobcentres. They manage a range of government funded schemes and provide a range of services which may directly assist with the employment of a disabled person or retraining a person who acquires a disability while in employment.

The schemes include:

1. Access to work – provides practical support to disabled people to help overcome work related obstacles e.g. help with fares to work, support worker, adaptation to premises, provision of special aids and equipment.

2. New Deal for Disabled People

3. Job Introduction Scheme - provides a weekly grant towards the cost of employing a disabled person for a trial period.

4. The Employment Support Programme – enables people who cannot do parts of a job to work in real jobs and earn the full rate for the job.

If you want to know more about any of the above schemes contact a Disablement Employment Advisor at your local Jobcentre. The address and telephone number of your local Jobcentre will be in the telephone directory.

4. The Labour Relations Agency

The Labour Relations Agency (LRA) is another useful contact. They offer free, independent and impartial advice on all related employment topics.

LRA run workshops and seminars for employers. Advisers can help organisations formulate good employment policies and procedures. They also publish a series of handbooks to help employers. LRA can be contacted on:
Tel: 028 90 321442, Fax: 028 90 248 687, E-mail: info@lra.org.uk
Website: www.lra.org.uk