



## Understanding The Equality Act

The **Equality Act** says this:

Someone has a disability if they have:

**A physical or mental impairment with long-term substantial effects on a person's ability to perform normal day-to-day activities.**



It's often easy to **see** people with **physical disabilities**, for example people who use wheelchairs, and it's easy to understand that they might struggle with "**normal**" day-to-day activities, like getting on a bus or train.

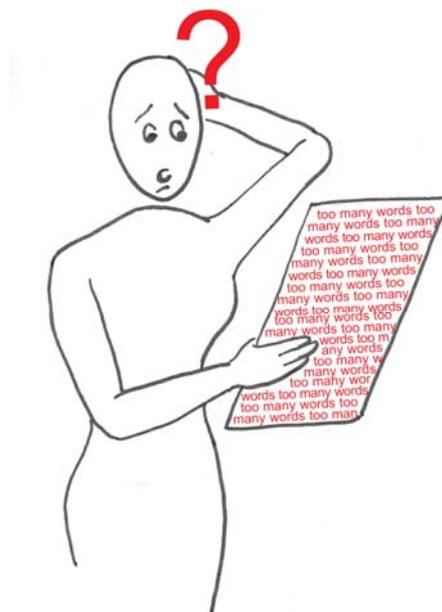


It's often easy to **see** people with **sensory impairments**, for example blind people, and it's easy to understand how **they** might struggle with "**normal**" day-to-day activities.



Sometimes it's harder to see people with **hidden disabilities** and a learning disability is often a hidden disability.

You could consider yourself to have a learning disability if **you find it harder and it takes you longer to do things and understand things compared to other people.**



**The Equality Act** is just as important for people with learning disabilities as it is for people who use wheelchairs, blind people, deaf people or people with other disabilities.

What does the Equality Act mean by **long-term substantial effect**?

Let's imagine somebody called Harry Keen who works for a company as a motorcycle delivery rider.



Whilst delivering a package he has a traffic accident, breaking one leg and injuring the other. He needs to take some time off work and the hospital says that in the **short-term** (for about three weeks) he will need to use a wheelchair.

Harry decides he is **not** disabled, as defined by the Equality Act because his injuries are **not long-term**. After three weeks he no longer needs a wheelchair and uses crutches for another three weeks.

Then he returns to work and a week later is riding his motorcycle again.

Now let's talk about Harry's brother, Steve, who works part-time for the same company in their accounts department.



Steve was born with a condition called **muscular dystrophy** which means many of his muscles are weak, so he needs to use a wheelchair all the time.

Steve's disability is **long-term** (he will always have his disability) and it has a **substantial** or **big** effect on his life.

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If you have a learning disability your disability **will** be **long-term**.

Sometimes, you might feel you're learning disability has a **substantial** or **big** effect on your life and sometimes you might feel it only has a **small** effect. This will probably depend on the amount of support you get from other people.

However much you feel you're learning disability affects your life, the important thing to remember is that the **Equality Act** is there to help you.

It's there to make sure you are treated **equally and fairly**.



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