

Accessible UK

Your guide to accessible living

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The United Kingdom (UK) offers a diverse and inclusive environment, and being well-prepared and aware of what support is available will help to ensure a smooth transition.

This guide provides valuable information and resources to help disabled people navigate their move to the UK. [Read our commitment to equality, diversity, and inclusion](#).

1. Understanding Disability Rights in the UK

- The UK has strong laws and regulations in place to protect the rights of disabled individuals. [The Equality Act 2010](#) prohibits discrimination on the grounds of disability in various aspects of life, including employment, education, and public services.
- [The National Health Service \(NHS\)](#) provides free healthcare services to residents, including expats, which can be particularly beneficial for those with disabilities.

2. Disclosure of Disability

Disclosure is a choice you make about whether to tell another person or organisation about your disability. Deciding to disclose your disability to an employer is a personal choice. You are under no legal obligation to inform them unless the job involves putting you in situations where your disability could present a risk to the health and safety of yourself and others.

Visit the government's webpage to learn more about [registering as disabled in the UK](#).

Disclosing a disability to the University

Disclosing a disability to the University as an employee is a significant step towards ensuring an inclusive and supportive work environment. It is up to you if you wish to disclose a disability or not. You may choose to disclose your disability at the point of application, or you may wish to disclose it at a later point.

When an employee chooses to share information about their disability, it opens the door to ensuring necessary adjustments and assistance are in place, the University's Human Resources department plays a crucial role in this process.

Reasonable Adjustments

Employers are required by law under the Equality Act 2010 to provide reasonable adjustments for individuals who are disabled. The University is dedicated to supporting our staff members' diverse needs and ensuring an inclusive environment where everyone can thrive. Making reasonable adjustments, such as providing necessary equipment and assistive technology, is a core aspect of this commitment, ensuring fair access to work life for all.

We aim to actively engage with our employees to understand their unique needs, recognising that some individuals are best placed to identify their own reasonable adjustments. By addressing these needs, we remove workplace barriers, empowering our colleagues with disabilities to actively participate in work

life. ACAS (the Advisory, Conciliation and Arbitration Service) provides detailed information about [reasonable adjustments at work](#) on their website.

To learn more about the reasonable adjustments we provide, please visit our [University's reasonable adjustments webpages](#).

Registering as disabled with the local Council

Registering a disability with the local city council offers a range of support. It's important to note that this registration is optional, not mandatory. Firstly, it will help you in accessing various disability-related benefits and services, including financial assistance, accessible transportation, and others.

You can check Hampshire County Council's [online information page on registering as disabled with the council](#) for more detailed information.

- [Personal Independence Payment \(PIP\)](#): PIP can help with extra living costs if you have both a long-term physical or mental health condition or difficulty doing certain everyday tasks or getting around because of your condition.
- [Access to Work](#): Access to Work can help you get or stay in work if you have a physical or mental health condition or disability.
- [Disability Living Allowance for children](#): If you look after a disabled child, you can check if you're eligible for Disability Living Allowance.
- Find more about [the help you can get if you have a disabled child](#).
- If you're registered blind, you can [apply for a discount on your TV license](#).

[Find more about the financial help you can get](#) if you are a disabled person, such as VAT relief.

3. Accessible Housing

- When searching for housing talk to the housing provider about accessibility to ensure your requirements are met.
- Once settled in the UK you may be eligible for help [contact your local council](#) for more information on possible support available.

4. Transportation

- The UK provides inclusive public transportation options, such as buses and trains, with stations and vehicles equipped with ramps, wheelchair spaces, and features catering to individuals with visual or hearing impairments.
- Explore the [Unilink website's accessibility section](#) to learn about their efforts in enhancing the travel experience for individuals facing mobility, sight, or hearing challenges, making it simpler for them to navigate our buses.
- [Apply for a Blue Badge parking permit](#) if you have mobility difficulties. This allows you to park in designated accessible spaces.

- [Check your eligibility for a disabled person's bus pass](#) to travel on the bus for free, or you can [check if you're eligible for a Disabled Person's Railcard on the National Rail website](#) to get a discount on the cost of rail tickets.

5. Healthcare

- Register with a [local GP](#) (General Practitioner) as soon as you arrive. They can help you manage your health and provide referrals to specialists if needed.
- Many pharmacies offer prescription delivery services for those with mobility challenges.
- [Find out what help you could get to pay for](#) prescriptions, eye and dental care.

6. Support Networks

- Connect with local disability support organisations and charities that can offer advice, support, and social opportunities. Visit [get involved](#) to explore more about our networks, societies and training we are providing. The UoS Disability Staff Network is committed to fostering an inclusive work environment where staff members with disabilities are supported, valued, and empowered to reach their full potential. This enables them to make meaningful contributions to the University's success. [Feel free to contact them via email to learn more.](#)
- [Scope](#) is a disability equality charity providing practical information.
- Online forums and social media groups can be valuable resources for connecting with other disabled people and sharing experiences.

7. Education

- If you have school-age children with disabilities, research local schools to ensure they will provide the appropriate support.
- Higher education institutions in the UK also offer disability services to assist students.
- If your child has special education needs, contact [Children with Special Education Needs and Disabilities \(SENCO\)](#).

8. Legal Considerations

- You can check [Disability Law Service webpage](#), which provide free legal advice on community care, employment, housing and welfare benefits to disabled people and their carers to ensure that they have access to their rights.

9. Access Guidelines

- [AccessAble](#) provides comprehensive information that enables you to assess whether a location will meet your accessibility needs.