

Guidance note to accompany Application Form

Disability Discrimination Act

The Disability Discrimination Act 1995 has introduced a new definition of disability, which employers are under a duty to recognise.

In the Act, disability is defined as "a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities". Physical impairments cover conditions such as asthma, arthritis and migraine which are not necessarily visible. Mental impairments are those which are clinically recognised including clinical depression. The long-term effect is defined as lasting or likely to last more than a year.