



Why you should declare if you are a Deaf or disabled person

The Equality Act 2010 covers lots of different disabilities and conditions. It includes people with learning difficulties like dyslexia and people with mental health conditions like depression.

- You do not have to be physically disabled to be protected by the law.
- You do not have to say you are disabled to be protected but it might help you get the right support if you do. Reasonable adjustments for disability can include a variety of options from changes to the physical environment to flexible working.
- You cannot be dismissed on the grounds of disability.

DECLARE – declare and make a difference in terms of your own needs and those of others.

EQUALITY – declaring will help you get the support you need and enable equal access.

CONFIDENTIAL – if you declare your information will remain confidential.

LEARN – declare and gain access to learning support.

ACCESS – declaring will give you access to a variety of support services.

REPRESENTATION – declaring will add volume to the voice of staff/students with disabilities and serve to improve communication and accessibility at UCL.

EMPOWERMENT – declaring is essential to enabling staff/students, gaining access to vital services, having a voice and providing key support.

Where to get advice and/or declare a disability-related need at UCL

For staff: UCL Equality and Diversity for advice (www.ucl.ac.uk/human-resources/equality-diversity-inclusion/equality-areas-and-support-staff-and-managers/disability-equality). Contact Shani Duncan (shani.duncan@ucl.ac.uk) Assistant HR Business Partner in HR Advisory Services to declare a disability

For students: Student Disability Service for advice and/or to declare a disability (www.ucl.ac.uk/disability).

Produced by the FBS Equality & Diversity Steering Group, UCL Staff Disability Forum, UCL Student Disability Ambassadors and UCL Student Disability Services

Networks

Did you know about the UCL Staff Disability Forum?

www.ucl.ac.uk/human-resources/equality-diversity-inclusion/equality-diversity-inclusion-committees-and-social-networks/enableucl

Join the enable@ucl.ac.uk list to find out about events and share information on issues related to disability – everyone is welcome to join this list.