

Disability Access Audit

College: CATS Cambridge

Location: 'Elizabeth House' 1 Chesterton

High Street CB4 1NQ

Cambridge

Assessor: James Armstrong

Date: 28th July 2018

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1 Summary

On the 17th & 18th July 2015, a Disability Access Audit was carried out on the CATS Cambridge Campus, which is now situated at 'Elizabeth' House, Chesterton Road.

Following the two day assessment, the following report was prepared. Since then the report has been modified and many of the actions have been systematically closed and others being reviewed. Please note that this report also includes a number of general Health and Safety observations.

The building tenants [Cats College under the CEG umbrella] are responsible for the areas within their respected demises. The common areas of the CATS' Cambridge building incorporates one main entrance, with an automatic door at the front of the building plus a secondary door (key controlled), within the main reception lobby. The latter is locked in the 'open' mode during the day to allow easy access. There is also a second entrance at the rear of the building that serves the accommodation block. This is on a 'Salto lock' mechanism [i.e. it requires a card that has been programmed] and there is a quick release button on the opposite side of the door, to allow easy egress.

Please note that the lobby areas, stairwells, the plant & electrical rooms, roofs and roof void areas –are not included in this report

The main approach to CATS Cambridge is off the main round-a-bout that leads to Chesterton. The building is located within close proximity to public transport with a bus stop just a few yards away from the main College entrance.

Access to the building is via a dropped curb that leads straight on to a newly tarmac area that in turn is adjoined to the main entrance. The main entrance at the front has an automatic door that opens on approach followed by a secondary internal lobby door that is locked open whilst the College is open. This area is constantly manned by either a receptionist during the day or a security guard through the night.

The building tenants [Cats] are responsible for changing the physical features of their respected demises to accommodate any employees, students or visitors with specific disabilities. Refuge areas are placed throughout the building and are available, in order to use as a safe area for 'waiting for assistance' for those with mobility difficulties, if so required.

There are twenty or so allocated parking areas available for both staff and visitors, situated at the front, side and rear of the building. At present there are no especially adapted parking bays that have been made available for disabled users building. However, we have made special provision for those with mobility issues to keep the area at the front of the building [nearest the main entrance] generally 'free' for this purpose.

A flush threshold [dropped curb + even tarmac right up to the main door] is present which makes means of access and egress very favourable for those with mobility difficulties.

There are plenty of specially adapted WC facilities onsite as identified in this report, to accommodate disabled people.

PHOTOGRAPH: to demonstrate the front entrance approach with a dropped curb, followed by automatic opening doors leading to the foyer of the main reception.





PHOTOGRAPH to show dropped curb for easy access

This report identifies in three main categories:

1. (R1) Those measures that are considered to be necessary to meet the minimum requirements of disabled persons.
2. (R2) Additional measures are also highlighted that should be carried out if sufficient funds are available.
3. (R3) Further measures are highlighted that will not normally be necessary but should be considered if requested.

2 Competent Persons

James Armstrong [Operations & H & S manager of Cats & CSVPA] with advice from Systems2 Consultants has been tasked with carrying out & executing the duties under the relevant section of the Equality Act 2010 relating to Disability Discrimination which was formally the Disability Discrimination Act 2005.

3 Introduction

In July 2018, the 'Disability Access Audit' for CATS Cambridge was revised on the Elizabeth House building.

The aims of the Audit are:

- a) To determine (as per Chapter 2, Section 20) where a disabled person would, but for the provision of an auxiliary aid, be put at a substantial disadvantage whilst visiting, working or residing at CATS College Cambridge.
- b) To enable the company to prioritise the measures needed to comply with the Equality Act 2010.
- c) To be appropriate to the nature of the work and remain valid for a reasonable period of time.

The audit addresses the requirements of the Equality Act 2010 Part II: Duty to make adjustments. An Action Plan spreadsheet is provided to assist compliance.

(1) A person (P) has a disability if—

(a) P has a physical or mental impairment, and

(b) The impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

(2) A reference to a disabled person is a reference to a person who has a disability.

(3) In relation to the protected characteristic of disability—

(a) a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;

(b) a reference to persons who share a protected characteristic is a reference to persons who have the same disability.

(4) This Act (except Part 12 and section 190) applies in relation to a person who has had a disability as it applies in relation to a person who has the disability; accordingly (except in that Part and that section)—

(a) a reference (however expressed) to a person who has a disability includes a reference to a person who has had the disability, and

(b) a reference (however expressed) to a person who does not have a disability includes a reference to a person who has not had the disability.

(5) A Minister of the Crown may issue guidance about matters to be taken into account in deciding any question for the purposes of subsection (1).

(6) Schedule 1 (disability: supplementary provision) has effect.

4 The Equality Act 2010

4.1 Introduction

The Equality Act 2010 introduced new laws and measures aimed at ending discrimination against disabled people. The Act was amended in 2010, to incorporate much of the Disability Discrimination Act 2005, although the main provisions remain the same. Chapter 15 – “It is an Act to make provision to require Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities.” The Act gives disabled people new rights in the areas of:

- (a) employment
- (b) access to goods, facilities and services,
- (c) the management, buying or renting of land or property

In addition, the Equality Act 2010:

- (i) requires schools, colleges and universities to provide information for disabled persons
- (ii) allows the Government to set minimum standards so that disabled persons can access public transport
- (iii) sets up the Disability Rights Commission to advise the Government on discrimination against disabled.

The aim is also to determine (as per Chapter 2, Section 20) where a disabled person would, but for the provision of an auxiliary aid, be put at a substantial disadvantage at CATS London / School of English.

This survey only covers the requirements of Part 2 Chapter 1 section 6 of The Equality Act 2010.

Compliance with the Equality Act 2010 is a mandatory requirement for all companies operating in the UK.

Other sections of the Equality Act detailed below can be assessed, reported and recommendations made for compliance based on the survey already carried out.

Part 2 Chapter 1 Protected characteristics -

- 5.Age
- 6.Disability
- 7.Gender reassignment
- 8.Marriage and civil partnership
- 9.Race
- 10.Religion or belief
- 11.Sex
- 12.Sexual orientation

4.2 Provision of Services, etc.

Part III Section 29 of the Equality Act 2010 places duties on those providing goods, facilities or services to the public (“service providers”) and those selling, letting or managing premises. The duties on service providers are being introduced in three stages:

1. Since 2 December 1996 it has been unlawful for service providers to treat disabled persons less favourably for a reason related to their disability.
2. Since October 1999 service providers have been required to make “reasonable adjustments” for disabled people, e.g. provide extra help or make changes to the way they provide their services.
3. Since 1st October 2004 service providers have been required to make “reasonable adjustments” to the physical features of their premises to overcome the physical barriers to access.

The Code of Practice for Rights of Access: goods, facilities, services and premises, published in June 1999 outlines what may be considered reasonable, bearing in mind effectiveness, practicality, cost, disruption and financial resources.

5 Premises Details

5.1 Representatives

James Armstrong CATS Cambridge Operations Manager

5.2 Location of Premises

ELIZABETH HOUSE

1 Chesterton High Street

Cambridge

CB4 1NQ

5.3 Client

CATS Cambridge

5.4 Area Facilities/ Operations Manager

James Armstrong

5.5 Description of Undertakings

The building offers teaching facilities in three blocks [basement, 1st & 2nd floors] plus 246 newly refurbished rooms within the adjacent, attached residential building. There are in fact four main blocks with the ground being dedicated to both Admin and the Kitchen/Canteen.

Although leased, the tenant [Cats] is in fact responsible for both specific [plant areas] & common areas of the building as the lease is on a self –maintenance basis.

5.6 Construction Details

CATS Cambridge is a combination of a newly constructed concrete & steel building as well as a newly refurbished of concrete block building within Cambridge block approximately one mile from the city centre.

The buildings offer teaching facilities in four blocks plus newly refurbished rooms within the attached building. The blocks rise from the basement to the ground floor and then to the two floors above. The Accommodation is on four floors. Ground to 3 inclusive

Most plant for the building is held in basement areas.

Asbestos Registers / Surveys are not applicable as one part of the building has been built from total scratch and the other existing building had any traces of asbestos, removed.

The CATS Cambridge main entrance is off Chesterton with the residential area at the rear. The fire escape routes are fitted with either push bar levers or quick release buttons.

5.7 Disabled persons on site

It has been established via CATS Admissions' Department that no students have been registered with disabilities at the College.

There is Full accessibility for wheelchair users to ALL floors in the respective buildings due to the presence of lifts & ramps that have been installed during the new build and refurbishment.

There are no mobility impaired persons on site at the moment. We should however, acknowledge that visitors may attend site or enrolled [prospective students] at any time, with varying disabilities. Therefore reasonable adjustments to accommodate such a condition should already be in place or made.



PHOTOGRAPH: to illustrate DDA access at the rear of the building

6 Résumé of the brief:

A Disability Access Audit is to be performed on the above-mentioned premises in order to identify any failure to comply with current and future requirements under the Equality Act 2010 and a report prepared.

The report is presented as follows;

6.1 Disability Access Audit & Action Plan

The report identifies any failures to comply with the requirements of the Disability Discrimination Act 2005 Part III: Service Provision and gives brief, but specific, advice on the action to be taken. The actions required to bring the premises up to a standard which is accessible to the majority of disabled persons are detailed within the appropriate section of the action plan and prioritised as follows;

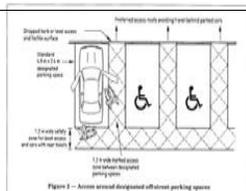
- | | |
|------------|--|
| P 1 | As soon as possible (Within First Year) |
| P 2 | As part of maintenance works (Within Second Year) |
| P 3 | As part of refurbishment works (Within Third Year) |
| P 4 | As and when a specific need is identified or following a specific request. i.e. if there is a disabled employee on site or an existing member of staff becomes disabled. |
| P X | No action reasonably practicable |

For the purposes of this report the requirements of the Act are taken to the extreme in order that all aspects may be considered.

The action plan is a working document, giving an indication of the priority for action, location, a section for allocating responsibility for compliance and a section to be signed on completion.

7 Action Plan

See coloured chart below

ITEM	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRED	PRIORITY	TO BE COMPLETED BY	ACTION COMPLETED
1	Management	There is now a modern desk installed in the main foyer of the Cats reception.	Reception Staff shall be in situ and are responsible for day to day running of the site. There is one main receptionist at the moment but another is being employed to share the work load There is also a night security	Provide disability awareness / SENDA training for staff. The receptionists ideally need to have details of taxi's that operate vehicles that are able to accommodate those with mobility difficulties and for wheelchair users and will arrange transportation upon request.	Elizabeth House	R1	P1	July 2015 Number for specially adapted taxis held at reception. On- going.	Completed Aug 2015 2 x Receptionists on duty daily Closed SENDA training updated Aug 18
2	Approach	The main approach to 'CATS' Cambridge is off the Chesterton road roundabout leading to the Chesterton high street. The building is located in a prominent position, set back from the road and is within its own ground. It is a 15 minute walk from the city centre. Public transport is also readily available with a bus stop only a few metres away from the main gates. Paving is along route at crossing points; there is external lighting on the approach to the buildings which illuminates the pavements. This is the responsibility of the local authority. No signs are located within the buildings' demise clearly advertising the building name.		No action required.			PX		
			There was insufficient lighting outside the main reception area, making it very difficult to see, once it gets dark.	The Electrician was contacted to assess the situation and to remedy. Unfortunately we are governed by planning restrictions enforced when permission was granted to open the college which made this difficult. However, We have put up an additional outside light son a sensor to improve matters and added a row of waist high lights with increased wattage		R1	P2	Sept. 2017	Monitor & Review On-going
			Incorporated within the makeup of the main reception desk, in the form of a lit up silhouette	Signage to the building entrances in accordance with the recommended design criteria. No action required.	Main Entrance at 'Elizabeth House' to CATS Cambridge	R1	P1	Sept 15	Completed Aug 16 Closed
	Car Parking proposal diagram	There is no official provision for disabled parking							

3	Car Parking	There are a number of parking areas within the buildings' grounds.	<p>It should be noted that any disabled / mobility impaired visitors, staff [or students] may be accommodated at the front, rear or side of the buildings as required.</p> <p>There were no disabled bays marked out as such when we first took over the complete site</p>	<p>Should further bays be made available they must be designed with the dimensions above See diagram</p> <p>One to be put at the side of the building</p>	<p>Car Parking areas are situated at the front and another at the side</p> <p>Possibility to add another</p>	R1	P2	March 17	<p>Completed April 17</p> <p>Completed Aug 17</p> <p>Review in Spring 19</p>
4	External Steps	There are a series of 4 steps that lead to the back entrance of the building[Accommodation side]	<p>There are no tactile warnings provided to the top and bottom of the external steps.</p> <p>The external steps are not provided with contrasting nosings to the top face of each riser, to assist persons with visual impairments</p>	<p>Provide tactile warnings to the top and bottom of the step. These should be raised ribs set parallel to the step nosings and begin 400 mm from step and have a going of at least 800 mm.</p> <p>Highlight the top and face of the nosing's to the steps in a contrasting colour or material in order to make its presence more oapparent.</p>	<p>Rear of the building</p> <p>Rear of the building</p>	R2	P1	Sept 16	<p>Completed July 16 Closed</p> <p>Completed Oct 16 Closed</p>
5	External Ramps	There is one main access point to each of the buildings featuring a dropped curb to the front of the patio that leads to the main entrance of the College and a concrete ramp with safety railings[on either side] at the rear, leading to the accommodation part of the building.	Hand rails are present at either side of the main ramp leading to the rear door [accommodation].They have been painted and are very secure	<p>Installation of a suitable means of access for wheelchair users. Temporary (Mobile) ramps are to be sourced and stored on site at each location.</p> <p>The is no need to alter anything with regards to addressing uneven surfaces as these outside areas are all flush and very level . They have literally just be completed and signed off.</p>			PX		<p>Completed Oct 15</p> <p>Closed</p>

ITE	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE D	PRIORITY	TO BE COMPLETE D BY	ACTION COMPLETE D
4	External Steps	There are a series of 4 steps that lead to the back entrance of the building[Accommodation side]	There are no tactile warnings provided to the top and bottom of the external steps.	Provide tactile warnings to the top and bottom of the step. These should be raised ribs set parallel to the step nosings and begin 400 mm from step and have a going of at least 800 mm.	Rear of the building	R2	P1	SEPT 16	Completed July 16
			The external steps are not provided with contrasting nosings to the top of face of each riser, to assist persons with visual impairments	Highlight the top and face of the nosings to the steps in a contrasting colour or material in order to make its presence more obvious.	Rear of the building	R2	P1		These have all been put in place now July 16
5	External Ramps	There is one main access point to each of the buildings featuring a dropped curb to the front of the patio that leads to the main entrance of the College and a concrete ramp with safety railings[on either side] at the rear, leading to the accommodation part of the building.	Hand rails are present at either side of the main ramp leading to the rear door [accommodation].They have been painted and are very secure	Installation of a suitable means of access for wheelchair users. Temporary (Mobile) ramps are to be sourced and stored on site at each location. The is no need to alter anything with regards to addressing uneven surfaces as these outside areas are all flush and very level . They have literally just be completed and signed off.			PX		

Safe Refuge points	What is the procedure with regards to the refuge points? Who responds to the call?	The main receptionist during the day and the night porter & residential supervisors at night	Designated person to be deployed to an individual that has specific needs. This might be a tutor that is taking a particular class that the individual is attending or in the case of residential, then a specific supervisor will be made responsible	Teaching/ Accommodation					
		Designated person t is to be deployed. This might be a tutor that is taking a particular class or in the case of residential, then a supervisor will be responsible for looking after the individual				NO one has enrolled so far with special needs for the new academic year and there is no one on site who requires a PEEP plan.	N/A at present. PEEP Plan will be instigated once a disabled student is registered with the college. In the case of a visitor, a designated person will be provided to chaperone the individual		

ITE	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE D	PRIORITY	TO BE COMPLETE D BY	ACTION COMPLETE D
	Safe Refuge points	What is the procedure with regards to the refuge points? Who responds to the call?	The main receptionist during the day and the night porter & residential supervisors at night	Designated person to be deployed to an individual that has specific needs. This might be a tutor that is taking a particular class that the individual is attending or in the case of residential, then a specific will be made supervisor will be made responsible	Teaching/Accommodation	R3	P4	On -going	
			Designated person is to be deployed. This might be a tutor that is taking a particular class or in the case of residential, then a supervisor will be responsible for looking after the individual					N/A at present. PEEP will be instigated once a disabled student is registered with	

ITE	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE	PRIORITY	TO BE COMPLETED BY	ACTION COMPLETED
	Doors	<i>Internal Doors with closures</i>	<i>Internal doors have now been adjusted to more suitable opening pressures.</i>	<i>No action required. Just close monitoring</i>	<i>Throughout the building</i>		PX		
			<i>Others are on a Salto lock</i>				PX		
			<i>Some are fire exit doors which are on a push bar</i>				PX		
7	<i>Other Entrances</i>	<i>There are no other entrances as such, only points of egress as in 'Fire Exits'</i>	<i>Wheelchair access/egress is possible via the two sets of double doors situated at the canteen. These doors lead on to the Patio area, and can be used by wheel chair users who wish to eat their lunch on the Patio or simply want to spend recreational time outside and hence, to not have to go via the main entrance</i>	<i>No action required</i>	<i>Canteen/Patio</i>		PX		
8	<i>Ground Floor Egress from the West 'fire exit' door and the East fire exit door</i>	<i>There is a clear manoeuvring space within these areas for wheelchair users and a 'safe refuge area' which has been marked with a 'call box'</i>	<i>Rear of the building</i>	<i>No action required.</i> <i>Any mobility impaired persons requiring accommodation will be designated a specially adapted room/bathroom which meets DDA compliance</i>			PX		

ITE	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE D	PRIORITY	TO BE COMPLETED BY	ACTION COMPLETE D
9	General Circulation	<p>The common areas consist of lobbies and stairs. All areas are designated to the owners who are responsible for accommodating persons with disabilities within their respected demises.</p> <p>The lobbies have suitable turning areas</p>	All fire alarm call points and light control panels are fitted within the recommended maximum.	No action required.			PX		
10	Outside Doors	<p>There are varying types of doors throughout the two buildings. The main, door is automatic and fire doors are either push bars /levers or are on push button , quick release mechanisms</p> <p>Fire doors that are have push bars or levers need to be monitored</p>	Automatic front entrance door on a sensor for easy access/egress	No action required. Apart from servicing			PX		
		This includes the canteen doors which are which are on a quick release button	Manual	No action required as such apart from regular monitoring to ensure that they are functioning properly			PX		

ITE	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE D	PRIORITY	TO BE COMPLET ED BY	ACTION COMPLETED
11	Internal Inclines	There is one internal [incline] ramp that leads from the canteen to the accommodation for easy access	This ramp has two sets of railings- one on either side for safety	No action required.			PX		
12	Internal Stairs	All the staircases within the buildings are fairly wide and are used by staff, students, visitors and contractors. The staircases are of closed steps covered in carpet with nosing provided. Handrails are provided continuously down the centre line and fitted at a height of approximately 900 mm. They are made of concrete	There are no visual warnings provided to the staircases on site.	Consider highlighting the first and last step on all staircases in a flight in order to heighten visibility.	Main stairs	R2	P3/4	Not deemed necessary as no issues reported so far	
			There are no tactile warnings provided to the staircases to denote floor and level changes for visually impaired persons.	Consider providing tactile warnings to denote floor and level changes to the internal staircases. Such tactile warnings may be incorporated into the floor surface or to the handrails.	Main stairs	R2	P4		
13	Lifts	There are currently three lifts in total between the two buildings. 1 in the accommodation and two in the main building of which one is a goods lift	<p>The passenger lifts on site have been fully commissioned & meet the design criteria of BS8300:2001 as follows:</p> <p>The emergency communication system has now been connected to 'Red care' and is fitted with an induction coupler to assist hearing aid users. A visual indicator is also provided to confirm that an emergency call has been received.</p>	Signage on Goods lift to prevent people from using it other than for goods, needs to be displayed	<p>Lifts</p> <p>EVAC chairs are available on several floors</p>	R1	P3/4	<p>Sept.30th 15</p> <p>EVAC</p> <p>Training arrange for Oct half term</p>	<p>Completed Oct.15</p> <p>Recently Serviced May 18</p>

ITEM	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRED	PRIORITY	TO BE COMPLETED BY	ACTION COMPLETED
14	Evac Chairs	None provided on site at present	We have 4 sets to put up	These will be installed in strategic position with signage	Accommodation + College	R2	P1	Completed Oct 16	See provision for EVAC training above
15	WC-General Provision	<p>CATS Cambridge are the occupiers of Elizabeth house and are responsible for welfare facilities within their demised area.</p> <p>General sanitary provision is provided throughout the site. There are ample toilets on each floor both on the teaching and boarding, including disabled facilities on each floor of the College and several flats with Disabled WC facilities[x8] on the boarding</p>		No Action Required.			PX		

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I	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE D	PRIORITY	TO BE COMPLETED BY	ACTION COMPLETE D
17	Lighting & Surfaces	<p><i>There is a good source of natural lighting throughout the buildings.</i></p> <p><i>Lighting consists of a mixture of spotlighting, wall lights and standard lighting.</i></p> <p><i>Surfaces are generally maintained matte and slip resistant throughout. With short piled carpet tiles covering the floors in most areas excluding the stairwells.</i></p> <p><i>Décor on site is neutral to most areas with some colour contrast.</i></p>		No action required.			PX		
18	Acoustic Design	There were no acoustic problems noted on site at the time of visit.	Fussy felt has been fitted in most area to minimise the extent of noise being transmitted between classrooms + the main auditorium	No action required.			PX		Sept 15

ITE	ELEMENT	REMARKS	OBSERVATION	RECOMMENDATION	LOCATION	REQUIRE D	PRIORITY	TO BE COMPLETE D BY	ACTION COMPLETE D
19	Signage & Wayfinding	Some signage is provided to the entrance areas and throughout the buildings.	Limited directional signage and information on the use of the building is provided within the buildings. Especially on upper levels where no floor numbers are present.	Install where required. N.B. this has been completely revisited and addressed accordingly with several visits from our fire contractor to deploy directional fire safety signage. Also, all classroom & offices have been identified and room numbers in the accommodation have now been completed	All Site including accommodation	R1	P1	Start of term	Aug 15
20	Emergency Procedures	Fire alarm systems installed. Fire escape stairs are maintained in good condition (see also internal stairs).	It was observed that the fire alarm system when activated is audible but with no visual or sensory system linked in ,to the main panel. No 'Evac' Chairs are present within the building.	Provide sensory or visual alarms such as flashing lights or vibrating pagers. N.B. This can be overcome by ensuring that procedures are in place to assist the evacuation of persons with hearing impairments. PEEP plan to be initiated Chairs to be installed at the end of Sept. 2 x College + 2 x accommodation Evac training planned for October 18	All site	R2	P3	Completed Sept 15 Booked Oct18 with David Frankton	Sept/Oct 15 Completed Aug 16

TO BE NEXT REVIEWED: JULY 19

James Armstrong July 18

8 Photographs

Photographs provided separately

9 Appendix

9.1 Sources of Information

<p>The Equality and Human Rights Commission</p> <p>The EHRC provides advice on the Disability Discrimination Act 2005</p>	<p>Helpline Wales Freepost RRLR-UEYB-UYZL 1st Floor 3 Callaghan Square Cardiff CF10 5BT 0845 604 8810 - Wales main number 0845 604 8820 - Wales textphone 0845 604 8830 - Wales fax</p> <p>Email: info@equalityhumanrights.com Website: www.equalityhumanrights.com</p>
<p>Centre for Accessible Environments</p>	<p>Centre for Accessible Environments 70 South Lambeth Road London SW8 1RL</p> <p>Telephone: 020 7840 0125 Fax: 020 7840 5811 Email: info@cae.org.uk Website: www.cae.org.uk</p>
<p>Employers' Forum on Disability</p>	<p>Employers' Forum on Disability Nutmeg House 60 Gainsford Street London SE1 2NY</p> <p>Telephone: 0207 403 3020 Fax: 020 7403 0404 Email: efd@employers-forum.co.uk</p>

Publications

- Equality Act 2010 Part III – Code of Practice for Access to goods, facilities and services to the public and those selling, letting or managing premises.
- BS 8300: 2001 The design of buildings and their approaches to meet the needs of disabled people – Code Of Practice.
- Part M of the Building Regulations 2004
- BS 5588-8:1999 - Code of Practice for the means of escape for disabled people