

# Glossary of terms and acronyms

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1. **Worker with a disability** - Someone with a physical or mental impairment which has a substantial and long term adverse effect on his or her ability to carry out normal day-to-day activities.
2. **Reasonable adjustments** - A reasonable step taken to prevent a disabled person from suffering a substantial disadvantage compared with people who are not disabled.
3. **Equality Act** - The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.
4. **Discrimination** - Treating someone less favourably than other people for a particular reason.
5. **PEEP** - Personal Emergency Evacuation Plan that is directly related to the disability of the person where this may affect the capability to escape from premise in an emergency.
6. **RNIB, RNID** - Examples of National Institutions or representative bodies: Royal National Institute for the Blind; Royal National Institute for the Deaf.

