Business Disability Forum (BDF)

A word about us

- BDF is a UK based not for profit organisation which has been supporting business and disabled people since 1991
- We have approximately 300 Members and are growing
- 50% of our Membership is now Global
- We are not experts on Covid-19 or pandemics. However we did want to provide guidance to our Members quickly in these unsettled times
Covid-19 and Employees

- Our guidance is specifically about disabled people and the coronavirus/Covid-19. For more general guidance we are referring business to the WHO and UK Government websites.
- The guidance already out and a webinar and further guidance we have planned for the coming week concentrates on the questions we are being asked by businesses in our membership such as
Covid-19 and Employees

We are closing our offices and asking all our employees to work from home. Some are saying that they are unable to do this because they do not have the assistive technology or other adjustments that they need at home. What should we do?

A disabled employee who cannot work from home has been told she should self-isolate. She is worried that the time off she takes will trigger a sickness absence review and wants to know if this absence can be disregarded?
Covid-19 and Employees

What should we do to support the physical and mental health of employees who might never have worked from home before and who might be alone and unable to go out?

How is this different from seasonal ‘flu every year? If we allow employees who are more susceptible to infection to work from home or take sick leave this year will this not set precedent for every year?
Covid-19 and Customers/Clients

Our customers for events/performances that are scheduled to go ahead e.g. in the summer, are contacting us wanting refunds because they do not want to travel on public transport or be in large gatherings for fear of catching coronavirus. Do we have to provide refunds?

We insist on seeing clients face to face or there is a requirement that people appear in person unless they are too unwell to travel. However some people are saying that they have been advised to self-isolate and others do not wish to travel because they fear infection either for themselves or a disabled relative.