



# ACCESSIBILITY & THE BUILT ENVIRONMENT

Accessible solutions for the world we live and work in



## MICROLINK & ACCESSIBILITY

At Microlink, we have been offering physical accessibility solutions for more than a decade. We have collaborated with numerous workspaces to remove physical barriers encountered by disabled people in the workplace.

Our physical accessibility department is led by a highly knowledgeable team of professionals. Their attention to detail and rich experience in the area of accessibility, universal design, and assistive technology has helped the company become one of the UK's leading providers of physical accessibility solutions for both public and private sectors. Thanks to our scale, expertise, infrastructure, and networks, we can offer the very best physical accessibility solutions at the most competitive prices on the market.

### MICROLINK ACCESSIBILITY SERVICES

-  **ONSITE / REMOTE ASSESSMENTS**
-  **WPA SERVICES**
-  **CONSULTANCY & AUDITING**
-  **DIGITAL / E-LEARNING**
-  **ACCESSIBLE RECRUITMENT**
-  **ACCESSIBLE ENVIRONMENT**
-  **TRAINING**
-  **COPING STRATEGIES & COACHING**
-  **ASSISTIVE SOFTWARE**
-  **CAPTIONING**
-  **SIT-STAND DESKS**
-  **HARDWARE**
-  **ERGONOMIC FURNITURE**
-  **ERGONOMIC CHAIRS**
-  **CHAIR ACCESSORIES**
-  **HEMWORKING SOLUTIONS**
-  **DESKS & ACCESSORIES**



## WHAT IS PHYSICAL ACCESSIBILITY?

Physical accessibility involves making changes to the built environment in order to remove or mitigate material barriers which hinder the movement and access of people living with disabilities. Public understanding of what physical accessibility involves is often limited. When most people are asked what physical accessibility involves, their first and last thought is often the provision of ramps to provide wheelchair access. While this is an important aspect of physical accessibility, proper implementation includes measures which cater to a much wider group of people, living with very different conditions, for which, the necessary adjustments are equally varied.

In addition to wheelchair accessibility, for which ramps are one small aspect, other physical accessibility solutions include, but are not limited to: clear, legible signage; disabled parking and pavement access; wide, accessible doors, entrances, exits and fire escapes; Circadian lighting and accessible colour contrasting; wide hallways and clear, navigable wayfinding and routes; accessible bathrooms; accessible waiting, service and communal areas.

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## ACCESSIBILITY SOLUTIONS

Exterior and interior spacial layout design  
Zoning and communal area design  
Wayfinding  
Steps, ramps and curb cuts  
Door, entry and access  
Flooring solutions  
Lighting solutions  
Universal Signage

Acoustics and Hearing solutions  
Ergonomic Furniture  
Furniture positioning  
Raised and high contrast markings  
Elevator positioning  
Elevator control buttons  
Safety and security  
Emergency exit protocols  
Accessible door hardware

Bathroom and toilet facilities  
Parking planning  
Accessible material suggestions  
Landscape architecture  
Communication solutions i.e software, AI, telecommunications  
Reports and plans  
Advice and guidance



## WHO DOES PHYSICAL ACCESSIBILITY AFFECT?

Complete physical accessibility serves to improve the lives of people with all kinds of disabilities. For example, the conditions which physical accessibility aims to accommodate for, can be placed into six overarching categories.

These are:

- Visual Impairment:** Blind people and partially-sighted people
- Seizures:** Epilepsy, Non-Epileptic Seizures (NES), and all other seizure disorders
- Limited Mobility:** People requiring the use of wheelchairs and walking aids
- Auditory Impairment:** Deaf and people with hearing loss
- Speech Difficulties:** Commonly either Apraxia (resulting from neurological symptoms) and Dysarthria (result of muscular issues)
- Cognitive/Neurological:** e.g. Autism, ADHD, Aphasia, Dyslexia, and Memory Loss





## WHY IS PHYSICAL ACCESSIBILITY IMPORTANT FOR YOUR ORGANISATION?

Physical accessibility is an absolute necessity for your company to become inclusive and diverse. A lack of proper physical accessibility will prevent people living with disabilities from moving around your organisation's physical spaces without hindrance or discomfort. The result of this is an increase in condition-related absence, reduced employee productivity, and decreased satisfaction among both your workforce and any disabled visitors to your buildings. In fact, without proper accessibility provision, your organisation could be liable for accusations of discrimination and potentially face legal action.

At the same time, there are many positive reasons to make your spaces physically accessible as well. There is overwhelming evidence that organisations with diverse and inclusive workforces are stronger, more reliable, and happier. Physical accessibility widens an otherwise limited talent pool from which your organisation can find the very best employees to take your organisation to new heights.

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## PHYSICAL ACCESSIBILITY SERVICES

Microlink specialises in inclusive design for the built environment, providing services to corporations to ensure that spaces are accessible to all, particularly those with disabilities. We offer inclusive design consultancy and innovative solutions to remove barriers and create uplifting environments that exceed minimum standards.

Collaborating with some of the world's top organisations, Microlink transforms office spaces and retail facilities into functional and aesthetically pleasing environments designed with inclusivity in mind. Our goal is to create spaces that serve the needs of diverse communities while embodying beauty and functionality.

### Our Services:

**Auditing:** Our own highly trained and experienced auditors will visit clients' buildings or spaces and create a thorough survey of its current state and required changes.

**Reports:** From our auditors' surveys we will then compile detailed, image supported reports for the client to view our suggested accessibility solutions.

**Design:** From Neurodiverse friendly spaces and sensory rooms, to adhering to BS 8300-2:2018 code of practice, to the recent welcomed addition of the RIBA Overlay for Inclusive Design, our built environment team offer inclusive design solutions for new build or renovation projects.

**User Group:** Our wealth of knowledge extends to our access of disabled user groups; over 50% of our employees have a disclosed disability. Where better to acquire feedback and guidance for your space than from the people who will actually benefit from inclusive design? We can also facilitate focus groups with your own disabled employees that offer valuable feedback on the usability of the functions proposed.

**Empathy Workshops:** How better to really understand barriers faced by people with disabilities than to immerse yourself in their world? Our empathy workshops allow team members to experience the world around them from several different aspects; low vision, blind, hearing loss and Deaf, mobility challenges and core Neurodiverse conditions; Autism, Dyslexia, ADHD etc.

**Disability Awareness:** In our range of workplace awareness workshops our team of experts, on-site or on-screen, explain the ins and outs of; the major disability groups, the advantages of workplace adjustments, how to support mental health and managing Menopause in the workplace.



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