



ACCESSIBILITY & THE BUILT ENVIRONMENT INSIGHT PROPOSAL

Accessible solutions for the world we live and work in.

2021



COMPANY BACKGROUND

Microlink making the built environment accessible

MICROLINK & ACCESSIBILITY

At Microlink, we have been offering physical accessibility solutions for more than a decade. We have collaborated with 1000s of work spaces to remove physical barriers encountered by disabled people in the workplace. Our Physical Accessibility department is led by the hugely knowledgeable Rehan Hussain. His attention to detail and rich experience in this area has helped the company become the UK's leading provider of physical accessibility solutions for both public and private sectors. Thanks to our scale, expertise and our infrastructure and networks, we can offer the very best physical accessibility solutions at the most affordable prices on the market.



ASSESSMENTS



SERVICES



COACHING



E-LEARNING



ASSISTIVE SOFTWARE



TRAINING



SIT-STAND DESKS



HARDWARE



ERGONOMIC FURNITURE



ERGONOMIC CHAIRS



CAPTIONING



HOMEWORKING SOLUTIONS

PHYSICAL ACCESSIBILITY

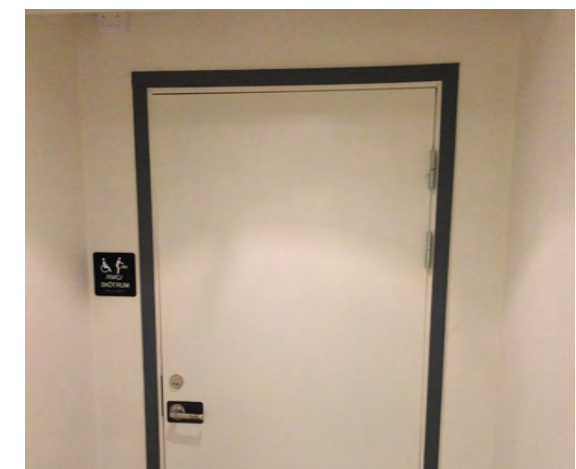
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WHAT IS PHYSICAL ACCESSIBILITY?

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; bright lighting and colour contrast; wide hallways and clear, navigable building routes; accessible bathrooms; accessible waiting and service areas.



IMPROVING LIVES

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WHO DOES PHYSICAL ACCESSIBILITY AFFECT?

Complete Physical Accessibility serves to improve the lives of people with all kinds of disabilities. Broadly speaking, the conditions which Physical Accessibility aims to accommodate for, can be placed into six overarching categories. These are:

Visual Impairment – B/blind people and partially-sighted people

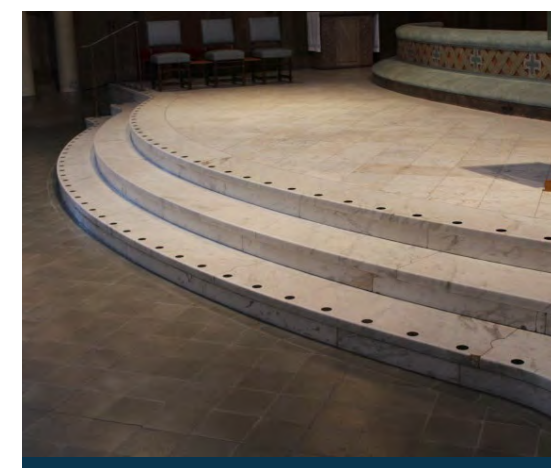
Seizures – Epilepsy, Non-Epileptic Seizures (NES) and all other seizure disorders

Limited Mobility – People requiring the use of wheelchairs and walking aids

Auditory Impairment – D/deaf and people with partial hearing loss

Speech Difficulties – Commonly either Apraxia (Resulting from neurological symptoms) and **Dysarthria** (Result of muscular issues)

Cognitive and Neurological Disability – E.g. Autism, Aphasia, Dyslexia and Memory Loss



INCLUDING EVERYONE

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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 to move 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 workers to take your organisation to new heights.





MICROLINK SOLUTIONS

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WHAT MAKES MICROLINK'S PHYSICAL ACCESSIBILITY SOLUTIONS UNIQUE?

In the current market, introducing Physical Accessibility, be it into new or existing buildings, can often be a daunting, laborious, slow and inefficient process. The process usually involves numerous consultants, auditors and contractors who rarely collaborate in ways which are time or cost efficient. With high costs and long delays, all too often businesses are dissuaded from making often very simple changes to improve the accessibility of their built environments. This in turn excludes disabled people and prevents organisations from developing diverse and productive workforces. By offering all-in-one, start-to-finish solutions, Microlink's Physical Accessibility offerings remove any financial and administrative wastefulness for clients. Furthermore, with over 25 years' experience helping disabled people in education and the workplace, we are uniquely qualified to meet the needs of disabled people. Our process is split into five main steps:

- 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 reports for the client to view our suggested accessibility solutions
- Budget** Carefully consulting with the clients we provide clear and accurate budget estimates, often with flexible options, thereby allowing our clients to plan effectively
- Planning** After agreeing upon the budget, we again carefully consult with our clients to produce careful action plans that meet their specific needs and requirements
- Delivery** We deliver the clients' package of the very best in Physical Accessibility solutions, using the latest and most innovative products, with the help of our own trusted partners

Using this process, we have found that time spent on projects can be reduced by up to 64% whilst our reliable, streamlined supply chains allow us to optimise value for our clients.



TEAM

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Dr Nasser Siabi - CEO Microlink

Nasser is the CEO of Microlink and one of the founding members of the Business Disability Forum (BDF) technology task force since 2010, the British Assistive Technology Association (BATA) and part of the DWP Disability Employer Engagement steering group. He has 30 years' experience working in the assistive technology sector and in 2009 and 2020 Nasser won the IoD Director of the year award. Included in his accolades are the OBE for services to disabled people, the British Dyslexia Association (BDA) and the National Association of Disability Practitioners (NADP) lifetime contribution awards. Alongside this he has the National Association of Disability Practitioners (NADP) lifetime contribution award among other industry awards. He will oversee the entire project from its start to delivery. He has a Phd in Computer Science from the University of Southampton.



Rehan Hussain - Head of Physical Accessibility

Rehan is the Head of Physical Accessibility and helps clients achieve a reasonable level of progress. His pragmatic approach for accessibility provides a realistic action plan tailored to a client needs. Rehan has an extensive 14 years' of hands-on experience including process development, product knowhow, time and cost management along with a portfolio containing 5000+ surveys and 2200+ actual remediations. Rehan is dedicated to improving lives and attaining global inclusion for people with disabilities..



Helen De Bretton - Director of Corporate Solutions

Awarded a Masters Degree in 2015 researching "Perceptions, Awareness and Relevance of Non-Visible Disabilities to Employers. Director of Corporate Services with 24 years' experience in the disability industry. Specialist consultant to organisations in workplace adjustment services and disability within the workplace. Architect of the award winning workplace adjustment service, first championed by Lloyds Banking Group, now delivering unparalleled benefits to multiple large UK and Global organisations. Leading an experienced, passionate team with in-depth disability and product knowledge who deliver practical interventions by identifying the impact a condition has in the workplace.



Dr Neil Rogers - Head of Digital Accessibility

Neil is the Head of Digital Accessibility at Microlink and helps clients to evaluate web, mobile and format accessibility with an expert understanding of standards including WCAG 2.1 AA and beyond, EN 301 549, PDF 1.7, PDF/UA and EPUB 3.2. Neil has an MSc by Research and a PhD in Computer Science from the University of Southampton. He is also a Visiting Fellow at the same institute and is familiar with a broad range of research methods including mixed method (quantitative and qualitative), user testing, semi-structured interviews, surveys, and ethics approval.



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