

Obesity is not a disability (well not for now at least)

Obesity does not, of itself, render someone disabled and trigger a duty to make reasonable adjustments on the part of an employer. However, if as a result of someone's obesity there are substantial and long term effects on an employees' ability to carry out normal day-to-day activities (such as lack of mobility) this could mean that an employee is deemed "disabled" pursuant to the Equality Act legislation.