



**Company Policy
For
Disability & Discrimination**

Company Policy

Issue Date

Review Date

Page 1 of 1

We are an equal opportunity employer and are committed to a policy of treating all our employees and job applicants equally.

The Company is committed to taking positive steps to provide an environment where disabled staff can maximise their potential, contribute to the best of their abilities and have equality of opportunity in recruitment, training and promotion.

We will strive to identify the needs of disabled staff in consultation with them. Provide appropriate support, reasonable adjustments to practices and premises, raise awareness and understanding of the issues surrounding disability, challenge prejudices in relation to disability and incorporate disability awareness into the corporate approach to equality.

Every reasonable effort will be made to enable staff who become disabled whilst employed by an organisation Group to remain within its employment.

Recruitment & Selection:

All staff involved in recruitment and selection will be aware of their responsibilities under the Disability Discrimination Act.

Training & Development:

Career development opportunities will be communicated as appropriate to all employees and those with disabilities will be given equal access to those opportunities. Disability Awareness Training will be given to those responsible for recruitment.

Monitoring:

The H.R Department is responsible for monitoring the effectiveness of the policy in conjunction with the Directors of the Company.

Complaints:

Any member of staff who has a concern that this policy is not being appropriately implemented should raise their concerns in writing with the Line Supervisor or Line Manager in the first instance. Applicants for employment with a complaint relating to non-implementation of the policy should write to the HR Manager.

Signed

..... Date:.....