

Policy No: 03-1009	Authorised: 	Date: 04/02/2020
DISABILITY DISCRIMINATION POLICY		

The Equality Act 2010 defines a disability as a mental or physical impairment which has a substantial (i.e. more than just trivial or minor) and long term (i.e. which has lasted, or is likely to last 12 months or more) adverse effect on a person's ability to carry out normal daily activities. Disability is regarded as a 'protective characteristic' under Section 4 of the Equality Act 2010 and unlike other listed 'protective characteristics' it is necessary that a disabled person's individual circumstances are taken into consideration.

This Policy summarises the arrangements in place within the Organisation that ensures conformance to the requirements of the Equality Act 2010 as appropriate to the following:

- the care services provided for our service users;
- our staff recruitment and selection procedures;
- persons who may visit our administrative facilities.

1. *Our Service Users:*

As a specialist provider of Domiciliary Care Services our key aim is to ensure that we remain client-focussed. We will therefore strive to ensure that no service user is denied access to our services or treated less favourably simply because of any disabilities that they may have. To assist us in meeting the specific needs of our service users we are committed to making reasonable adjustments in form of the following courses of action, as appropriate:

- 1.1 To acquire an understanding of disabilities and impairments. This will assist us in anticipating and addressing barriers that may prevent a service user from fully enjoying our services and facilities.
- 1.2 To make use of new technology, where appropriate, to ensure that individual needs are met.
- 1.3 To modify our procedures and services to meet the individual needs of service user wherever we can.
- 1.4 To ensure that any service user with a disability does not suffer any disadvantages as a result of our procedures that control our services.

2. *Our Staff Recruitment and Selection:*

The Equality Act 2010 provides statutory protection to all employers, employees and workers, before, during and after employment has ceased. In respect of staff recruitment our over-riding philosophy is job selection on the basis of merit and the perceived ability to do the job to the standards defined in the appropriate Job Description. Our approach to job advertising, interviewing of applicants, and the selection and recruitment process ensures that no applicant will be disqualified simply because of any disabilities that they may have. At the end of employment no employee will be withheld a reference on the basis of their disability, nor will their disability or condition be disclosed to any third party without the employees express consent.

3. *Our Administrative Facilities:*

We have conducted a Disability Needs Assessment of our facilities and related services to determine what action, if any, is required to enable us to become more inclusive for persons with disabilities who may have occasion to visit us. This Assessment addresses clauses 1.1 to 1.4 above. This is recorded on the Disability Needs Assessment Inclusion Checklist Form and this self-evaluation is an on-going process.

FORMS REFERENCES: