

DISABILITY DISCRIMINATION

VERSION No	3	
REVIEWED BY	Mariana Philipova	
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Policy Statement

In this organisation:

- 🟢 Discrimination on the grounds of disability will be neither practised nor tolerated
- 🟢 All employees, of whatever grade or role, are expected to abide by and adhere to the general principle of equal opportunities, and to respect the culture, religion, privacy and dignity of others at times
- 🟢 Staff will be promoted, employed and treated fairly on the basis of their ability and merits and accordingly to their suitability, and nobody will be disadvantaged by a condition or requirement which is not justified by the genuine needs of their job or of the proposed job
- 🟢 Advertisements and details sent out to job applicants will include the following statement: “The organisation is an equal opportunities employer and we welcome applications from all sections of the community”
- 🟢 The organisation is committed to challenging any form of disability discrimination it encounters
- 🟢 Employees or residents with questions or concerns about any type of discrimination in the organisation are encouraged to bring these issues to the attention of the registered person of the organisation
- 🟢 Any breach of this policy should be reported to the registered person, to a line manager or to a senior responsible member of organisation staff; breaches will be dealt with through the organisation’s disciplinary procedures.

The Policy

The aim of this organisation is to promote equal treatment for all employees and residents irrespective of race, sexual orientation, nationality, ethnic origin, religion, belief, disability, age, gender reassignment or marital status. This is managed in compliance with equal opportunities legislation and accepted codes of good practice. We aim to ensure that no job applicant, staff member, volunteer, organisation or individual we provide services to will be discriminated against by us.

This organisation fully complies with the *Disability Discrimination Act 1995* and understands disability discrimination to refer to the treatment of one person more or less favourably than another on the grounds of disability. The organisation understands that such discrimination may be direct or indirect. Direct discrimination is deliberate. Discrimination is indirect, brought about when an unnecessary condition or requirement is imposed, whether intentionally or inadvertently, such that the proportion of members of one group who can comply with it is considerably smaller than the proportion of other groups.

Procedure for Dealing with Complaints of Disability Discrimination

Employees or contracted staff who believe that they are subject to discrimination at work, either by the organisation or by another employee, have recourse to the organisation grievance procedure as set out in their terms of employment. Allegations of disability discrimination will be taken seriously by the organisation, and failure to comply with this policy or proven acts of discrimination by an employee will be handled under the organisation’s disciplinary procedure.

Complainants should record:

- ⚠ The details of what happened or of the specific nature of the complaint
- ⚠ Details of when and where any occurrence took place
- ⚠ The names and contact details of witnesses if appropriate.

⚠ All complaints should be dealt with complete confidentiality.

Training Statement

All new staff are encouraged to read the policies on equal opportunities and disability discrimination as part of their induction process. All existing staff will be offered training, updates and / or briefings identified through appraisal to enable them to meet the requirements of this policy.

Related Policies
Equal Opportunities
Equality and Diversity