

## **Disability Discrimination Policy**

### **1 POLICY**

AVCT fully supports the principle of equal opportunities into training or employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability. It is in the interest AVCT and those who work for us to ensure that all available human resource talents and skills are considered when training/employment opportunities arise. AVCT is committed to maintaining and managing a diverse work force.

### **2 PURPOSE**

To ensure that AVCT complies with the Equality Act 2010 (which replaces the Disability Discrimination Act 1995) and to ensure that disabled people falling within the definition of the Act are treated equally and fairly.

### **3 SCOPE**

The Disability Discrimination Policy covers all trainees, staff and job applicants. This also covers all who become disabled during their training or employment. Where relevant it also covers staff employed by outside agencies.

### **4 POLICY GUIDELINES**

Recruitment, training and promotion are carried out in line with AVCT Codes of Practice. Clear trainee/job descriptions and person specifications are used (where appropriate) to enhance objective assessments and to ensure that decisions are made solely on objective and job related criteria. AVCT will endeavour to give training and guidance to all relevant persons, to ensure that the risk of possible discriminatory attitudes affecting decisions are minimised and that there is an understanding of the relevant provisions of the Equality Act 2010. AVCT operates a Grievance Procedure to enable grievances, including those relating to unfair discrimination on grounds of disability, to be formally heard. All reasonable and necessary changes will be investigated and any justified changes will be made to the workplace and to employment arrangements so that disabled people are not at any substantial disadvantage compared to non-disabled people. This covers all areas of employment, including recruitment, promotion and training. In recruitment and selection, AVCT will modify selection techniques, where appropriate, and make any other reasonable changes to ensure that disabled people can be considered equally with non-disabled candidates.

AVCT will ensure that disabled people will receive equal treatment in training and development, and, where appropriate, will supply additional training. A flexible approach will be adopted and, where possible and justified, consideration to reallocation of duties, time off for rehabilitation, assessment or treatment or other appropriate measures to ensure equal opportunity. Every endeavour will be made to ensure that contract workers are not discriminated against because of their disability and will ensure that any contract workers and other agencies that may be used are aware of this policy. AVCT actively encourages promotion of this policy in its internal and external recruitment by ensuring that advertisements, job descriptions and person specifications do not discriminate. We welcome applications from disabled people. AVCT will ensure that all new employees are aware of this policy as part of their induction and will regularly review and monitor this policy to ensure its implementation and effectiveness.