



Equality Act 2010 and  
Disability Discrimination  
Policy 2021



## Contents

The Equality Act 2010 and Disability Discrimination Policy.....	2
Policy Promotion and Engagement.....	2
1. Statement.....	2
Policy Review.....	3
This policy is next due for review September 2022. ....	3



# The Equality Act 2010 and Disability Discrimination Policy

## Policy Promotion and Engagement

All staff working for eVolve your future Ltd are required to read our policy documents and sign to confirm that they have done so.

EYF policies are reviewed annually unless there is a legislative or ethical reason for change to policy during the year. All colleagues are provided with an update document detailing any changes that have occurred following the last review. Each review is dated and version controlled. These changes are discussed in Team meetings with all staff and the understanding of these updates is also confirmed by a signature sheet.

Policies are in place to ensure that the company and its staff are compliant with statutory legislation, partner regulations and the company specific requirements.

All relevant Policies can be accessed from the eVolve your future website, found at:

[www.evolveyourfuture.co.uk](http://www.evolveyourfuture.co.uk)

Learners are made aware of the availability of these policies when they are signed up to our courses.

Policies are available to partners on request.

## 1. Statement

Employees who are disabled or who become disabled in the course of their employment should inform us of any reasonable adjustments to their employment or working conditions which they consider to be necessary, or which they consider would assist them in the performance of their duties.

For the purposes of this policy, disability is understood in the broadest sense and in addition to mobility and sensory impairments, includes mental health problems, specific learning difficulties and medical conditions which may have an impact on day-to-day activities.

The aim of this policy is to ensure that employees with disabilities:

- Have access to the appropriate support.
- Their views are always considered when their requirements are being assessed;
- We take steps to enable employees who become disabled during their time with the Company to continue in employment.
- So far as is reasonably practicable, the Company's premises are made accessible and safe for everyone.
- Where general employee meetings are held, these will always be held in accessible venues with facilities for those with disabilities e.g. visual and hearing impairments.
- Procedures and practices are in place to ensure that everyone is treated fairly and that we make reasonable adjustments to support them in their working and learning environment.
- We seek to retain employees who become disabled during their employment.



Further information can be found at:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

## **Policy Review**

This policy is reviewed at least annually by eVolve your future's Managing Director, Kay Brockall.

***Date of latest review:*** December 2021

***Signed:***

A handwritten signature in black ink that reads "K. Brockall". The signature is written in a cursive style with a long horizontal flourish at the end.

This policy is next due for review September 2022.