



Equal Act 2010 and Disability Discrimination Policy 2020

The Equality Act 2010 and Disability Discrimination Policy

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>