

Policy for the Employment of People with Disabilities



The Policy

To develop a working environment and to offer terms and conditions of service which will enable disabled persons, with skills and qualifications appropriate to the activities performed in the Council's service to seek and maintain employment with the Council.

Objectives

1. To provide equal opportunities for disabled persons in recruitment, promotion and training;
2. To ensure that all staff are aware of the Council's policy on employment of disabled persons;
3. To ensure that where possible disabled persons are provided with equipment and facilities to enable them to carry out their duties;
4. To provide a safe working environment for disabled staff;
5. To ensure that the special needs of disabled staff, arising directly or indirectly because of their work, are met.

Recruitment

- a. Every Council vacancy will be open to suitably qualified disabled persons subject to safety considerations;
- b. All vacancies will be notified to the local Disability Employment Advisor and then principal voluntary organisation connected with people with disabilities, and will contain a statement that suitably qualified persons will be considered.

Duties and Working Conditions

The duties and responsibilities of disabled employees will be reviewed periodically in the light of any changes to their condition.

Training

Disabled employees will be given full and fair consideration for inclusion in training programmes.

Rehabilitation

If a disabled employee is unable to continue carrying out their existing duties every effort will be made to find suitable alternative employment within the Council's service with re-training being provided if necessary. (This would naturally also apply to other Council employees who become disabled. (The services of the Employment Service's Placing, Assessment and Counselling Team would also be used to assess the level of disability).