

DISABILITY DISCRIMINATION POLICY

Definition of Disability:

Under the Disability Discrimination Act 2005 (Disability Discrimination (Northern Ireland) Order 2006) a person has a disability if he or she has a physical or mental impairment that has a substantial and long-term, adverse effect on his or her ability to carry out normal day-to-day activities.

Impairment resulting from or consisting of mental illness is covered by the Act: this is likely to include depression or anxiety, if long-term. In addition, the effects of progressive conditions such as cancer, HIV infection and multiple sclerosis are regarded as substantial for the purposes of the Act immediately on diagnosis.

Policy:

Rutledge fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability.

No learner or employee shall receive less favourable treatment because of disability. It is in the interest of Rutledge and those who work for the organisation to ensure that all available human resource talents and skills are considered when employment opportunities arise. Rutledge is committed to maintaining and managing a diverse work force.

Purpose:

The purpose of the Disability Discrimination Policy is to ensure that Rutledge complies with the Disability Discrimination Act 2005 (Disability Discrimination (Northern Ireland) Order 2006) and to ensure that disabled persons falling within the definition of the Act/Order are treated equally and fairly.

Scope:

The Disability Discrimination Policy covers all learners, staff and applicants. This also covers learners/employees who become disabled during their training/employment.

Policy Guidelines:

Recruitment, training and promotion are carried out in line with Rutledge's Codes of Practice. Clear job descriptions are used to enhance objective assessments and to ensure that decisions are made solely on objective and job related criteria. Rutledge will provide training and guidance to relevant staff to ensure that the risk of possible discriminatory attitudes affecting decisions are minimised. Rutledge will ensure that people with disabilities will receive equal treatment in learning and development. The organisation will take account of any reasonable adjustments a disabled member of staff needs to perform the requirements of their post and will take account of these in setting and measuring the objectives and outcomes for that individual.

Monitoring:

The protection and implementation of this policy is the responsibility of Rutledge and its employees. All staff and learners have a personal responsibility to adhere to and apply this policy. Rutledge will regularly review and monitor this policy to ensure its implementation and effectiveness.

Complaints Procedure:

Rutledge endeavours to provide an environment which is supportive and fair. Where problems relating to the operation of this policy do occur learners and staff are encouraged to advise an appropriate member of staff as soon as possible. Where a complaint is not dealt with to the satisfaction of the complainant at an informal level any formal complaint or grievance should be pursued through the appropriate grievance procedure. Rutledge is committed to do all within its power to resolve swiftly complaints brought about by disabled trainees, potential employees and staff.

Revised by: SMT (August 2012)

Revised by: Breda Cullen