

## 1. Introduction

Consistent with its recruitment and employment policies Guardian is committed to compliance with its legal obligations with respect to the treatment of persons categorised as disabled as defined in the Equality Act 2010 (which superseded the Disability Discrimination Act) as well as the Human Rights Act 1998.

## 2. Definitions

### Disabled persons

Defined as

- Persons that have a physical or mental impairment
- The impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities (as defined in the Act)
- The term 'substantial' means more than minor or trivial
- The expression 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months

### Scope of the term Impairment

To include:

- mobility
- manual dexterity
- physical co-ordination
- continence
- ability to lift or carry or otherwise move everyday objects
- speech
- hearing
- eyesight (unless correctable by spectacles)
- memory or ability to concentrate or learn or understand
- perception of the risk of danger

## 3. Policy

It is the Guardian's policy to ensure that no disabled person is put at a substantial disadvantage in comparison with persons who are not disabled in relation to any:

- provision
- criterion
- practice
- physical feature
- reasonable provision of an auxiliary aid

The Company will also at all times ensure that no person categorised as disabled as defined in the foregoing will be treated less favourably than other employees in respect of:

- Recruitment
- Conditions of employment
- Remuneration
- Promotion

- Training and Development
- Human Rights
- Treatment on a personal and social level

Any disability will be taken into consideration when carrying out individual Health Surveillance reviews. In accordance with the Equality Act 2010 consideration will be given to adjustments to a disabled persons work tasks and/or environment where this is considered appropriate and reasonable.

#### **4. Use of welfare provisions and facilities**

The Company's offices are located in a building which is DDA Compliant. All areas are housed on the Ground Floor with disabled access and separate facilities for disabled persons.

#### **5. Exceptions to this Policy**

The Company is aware of the nature of its core activities and reserves the right to waive the provisions of this Policy where it is established that doing so may create danger to persons carrying out the activity or to others. In particular reference is made to that part of Guardian's core activities which involves working on or near live electrical services.

#### **6. Related Policies**

Guardian Equality and Diversity Policy

#### **7. Review**

This Policy will be reviewed annually by the Management



This policy is endorsed and signed 04/01/2019

**John Quick**