



G669

POLICY FOR DISABILITY FOR POLICE STAFF

The aim of the Force Equal Opportunities Policy in Employment is to ensure that no job applicant or member of staff receives less favourable treatment; which cannot be justified on the grounds of sex, age, marital status, sexual orientation, race, colour, nationality or ethnic or national origin, religious belief or disability.

The aim of the disability policy is to ensure that disabled staff or job applicants are treated fairly and equally. The organisation also endeavours to take all reasonable steps to make adjustments to premises, working arrangements, practices and conditions to facilitate the employment and retention of disabled people.

Regular reviews of procedures and selection criteria will be undertaken to ensure that individuals are selected or promoted according to their abilities and merits.

Where a job applicant is disabled Nottinghamshire Police will examine working arrangements or conditions and seek to alter these accordingly to prevent the job applicant from being disadvantaged in any way.

Where a member of staff becomes disabled or where an existing disability worsens we will make every effort to ensure that the individual concerned can continue in employment by making the appropriate adjustments to working conditions or arrangements. This will be done in full consultation with the disabled member of staff.

Nottinghamshire Police is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be fully effective. All staff are expected to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunities for disabled staff. Any act of discrimination by staff or any failure to comply with the terms of the policy will result in disciplinary action.

Author: _____ Date: _____

Shakeel Khalil
Personnel Officer
Employee Relations and E qualities

Signed: _____ Date: _____

Steve Green
Chief Constable

This policy should be read in conjunction with the appropriate Procedures,
Guidance and Rules outlined below: -

Equal Opportunities Policy