

DISABILITY CONFIDENT – EMPLOYER

Disability Confident is a Government scheme that has created a movement of change, encouraging employers to think differently about disability and to take action to improve how they recruit, retain and develop disabled people.

Within saha, we have initiated a number of commitments to support our Disability Confident – Employer status. We will for example:

1. Promote a culture of being disability confident and ensure that our recruitment process is inclusive and accessible.
2. Actively attract and recruit disabled people where possible and display the Disability Confident logo to promote our commitment
3. Offer an interview to any applicant that declares they have a disability, when applying for an advertised job, provided they meet the criteria required for the job
4. Anticipate and provide reasonable adjustments that might assist an applicant, interviewee or employee who might otherwise be placed at a substantial disadvantage during the recruitment process or when compared with other employees
5. Support any existing employee who acquires a disability or long term health condition, with the aim of helping them to stay in employment.

If you would like to find out more about saha's commitment to 'Disability Confident' or if, because of a disability you require assistance with any aspect of the recruitment process, please contact Peopleservices@saha.org.uk Tel: 01204 360 506

Examples of assistance available from saha include:-

- the production of any document in an alternative format or larger print on request
- accepting a job application in an alternative format that is more suited to a disabled applicant
- reasonable adjustments on request during the assessment process