

Disability Method Statement

The Disability Discrimination Act 1995 provides disabled people with protection from discrimination in a range of areas, including in employment and occupation. This means that you:

- must not directly discriminate against a disabled person
- must not treat a disabled person less favourably for a reason related to his or her impairment, unless that treatment can be justified
- must make reasonable adjustments in the recruitment and employment of disabled people. This can include, for example, adjustments to recruitment and selection procedures, to terms and conditions of employment, to working arrangements and physical changes to the premises or equipment

It is unlawful to discriminate against workers because of a physical or mental disability or to fail to make reasonable adjustments to accommodate a worker suffering from a disability.

GES have policies in place which are designed to prevent discrimination in:

- recruitment and selection
- determining pay
- training and development
- selection for promotion
- discipline and grievances
- countering bullying and harassment