

CODE OF PRACTICE ON THE EMPLOYMENT OF DISABLED PEOPLE

1.0 INTRODUCTION

- 1.1 This document outlines Newham Healthcare's intentions on the employment and retention of disabled people and describes the framework within which these are to be implemented.
- 1.2 Newham Healthcare endorses the measures contained within the Code of Good Practice on the Employment of Disabled People 1984 (revised in 1990) and the Disability Discrimination Act 1995 and intends to ensure that where practicable such measures will be implemented on a local basis.
- 1.3 This document should be read in conjunction with Newham Healthcare's policy on Equal Opportunities in Employment.
- 1.4 Newham Healthcare supports the principles of the 'disability two ticks' symbol and has an action plan in place to develop and monitor progress.

2.0 OBJECTIVES

- 2.1 To promote recognition of Newham Healthcare as an Employer sympathetic to the special needs of disabled people whose aim is to maximise employment opportunities for disabled people within it's service.
- 2.2 To ensure that disabled people who apply for employment within the Newham Healthcare are aware that they will receive fair treatment and be considered solely on the basis of their ability to perform the duties of the post applied for. All applicants who have a disability and who meet the minimum criteria will be offered an interview.
- 2.3 To provide every assistance to any employee who becomes disabled within the Newham Healthcare's service to continue their employment either within the existing post or an alternative range of duties.
- 2.4 To ensure that disabled people who join Newham Healthcare will be introduced smoothly into work and that any special needs related to duties and responsibilities will be examined.

- 2.5 To ensure that all managers and staff are aware of Newham Healthcare's commitment to provide real opportunities in the recruitment, training and career development of disabled people.
-

Author: Brian Neal

Implementation Date: January 2000

Committee Approved By: Trust Board

Date of Last Review: January 2004

Date of Next Formal Review: January 2006