



DISABILITY AND DISCRIMINATION POLICY

Mission Statement

Aspects Total Training is committed to providing equal opportunities for all and welcomes:

- applications for employment from those with a disability
- applications for places from learners with disabilities

Aspects Total Training recruitment process ensures that applicants for posts are shortlisted based on how their qualifications and experience match the person's specification for the job.

Aspects Total Training recognises that some disabled people will need adjustments made for them to do the job. We will look at what changes could be made to the workplace or to the way work is done and make any changes that are reasonable.

If an employee develops a disability, Aspects Total Training will make every effort to retain his/her services by making reasonable adjustments to the workplace, the methods of working or by finding another suitable role for her/him.

When decisions are made about an individual, the only personal characteristics or circumstances considered will be those which are necessary for the performance of the work involved.

As part of the performance management process, disabled employees will be given the opportunity to discuss what can be done to develop and use their abilities.

Disabled pupils applying for a place at Aspects Total Training will undergo the standard admissions procedure based on experience and any course pre-requisites needed prior to taking the qualification.

We will regularly review the provision it makes for disabled employees and learners and strive to continuously improve the facilities available.



ASPECTS TOTAL TRAINING
LTD

In accordance with the Special Educational Needs & Disability Act 2001 and the Equality Act 2010, Aspects Total Training recognises its responsibilities to its employees, in respect of provisions covering disability discrimination, and actively encourages all learners with learning difficulties and/or disabilities.

The Equality Act 2010 introduced new laws and measures aimed at ending discrimination against disabled people. The Act was amended in 2010, to incorporate much of the Disability Discrimination Act 2005, although the main provisions remain the same.

Signed: *Michelle McFall*

Aspects Total Training Ltd

To be reviewed: Annually