

Disability Policy

Serving In Mission is committed to providing equality of opportunity, wherever practicable, and making reasonable adjustments, where necessary, for all workers* and applicants whether or not they have a disability. It is recognised that people with disabilities can offer exactly the same range of skills and talents and the same level of commitment to the organisation, as other people.

**Note: The term “workers” in this document is used as a reference to all members, staff, applicants and volunteers.*

Definition of Disability

The Disability Discrimination Act 1995 gives the following definition of disability:

A person has a disability if he or she has a physical or mental impairment, which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

It is also recognised that people with disabilities do not constitute a uniform group whose conditions are apparent. People with disabilities may include, for example, those with mobility, visual or hearing impairment, epilepsy, diabetes, severe facial disfigurement, a mental illness, learning difficulties, arthritis and dyslexia. The Act also includes both disabled people and people who have had a disability in the past.

Over all, it is recognised that each person is an individual and should be treated as such.

A copy of the full Policy document will be made available to each employee and a copy will also be given to each applicant on request.

by prayer