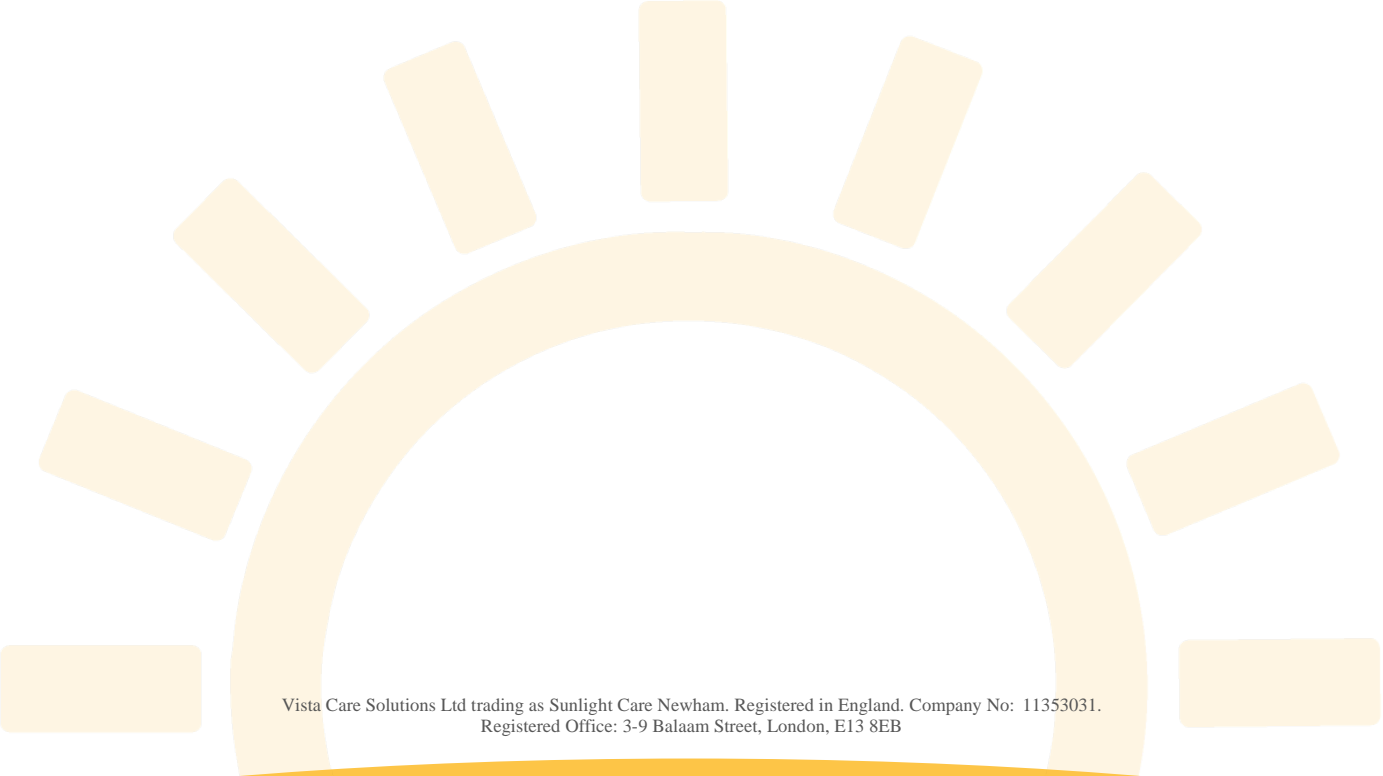


DISABILITY DISCRIMINATION

2020-21



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Registered Office: 3-9 Balaam Street, London, E13 8EB

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DISABILITY DISCRIMINATION

Introduction

The Equality Act 2010 aims to protect disabled people and prevent disability discrimination. It provides legal rights for disabled people in the areas of employment, and in the access to services and facilities provided by Sunlight Care. The Equality Act also provides rights for people not to be directly discriminated against or harassed because they have an association with a disabled person. This can apply to a carer or the parent of a disabled person. In addition, people must not be directly discriminated against or harassed because they are wrongly perceived to be disabled. There are additional provisions in the Act relating to people with progressive conditions. People with HIV, cancer or multiple sclerosis are protected by the Act from the point of diagnosis. People with some visual impairment are automatically deemed to be disabled.

Employees

The Care Home fully supports the principle of equal opportunities in employment and it opposes all forms of unlawful or unfair discrimination on the grounds of disability.

No applicant or employee shall receive less favourable treatment because he or she has a disability. In recruitment and selection, Sunlight Care will modify selection techniques, where appropriate, and make any other reasonable changes to ensure that disabled people can be considered equally with non-disabled candidates. It will ensure that disabled people will receive equal treatment in training and development, and, where appropriate, will supply additional training.

A flexible approach will be adopted to ensure equal opportunity and, where possible and justified, consideration will be given to reallocation of duties, and to allow time off for rehabilitation, assessment or treatment or other appropriate measures.

Training

The Care Home will endeavour to give training and guidance to all relevant employees, to ensure that the risk of possible discriminatory attitudes affecting decisions are minimised and that there is an understanding of the relevant provisions of the Equality Act 2010. The Care Home recognises that disabled persons have rights in everyday life. Records of the training provided and undertaken will be maintained by the Care Home.

Health and Safety

The Care Home operates a Health and Safety policy which applies to both able bodied persons and disabled persons. Health and safety considerations may override consideration to the rights of a disabled person, and safety might be a justifiable reason for treating a disabled person differently.

It is important that a risk assessment be carried out so that an objective assessment can be made of the situation. The Care Home is aware that a disabled person is entitled to accept the same level of risk as an able-bodied person, providing the risks presented are acceptable.

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