

Our approach to working with people with disabilities

NHS Gloucestershire is proud to be an organisation that is 'positive about disabled people'. We hold the 'two ticks' symbol awarded by Jobcentre Plus and are committed to:

- interviewing all disabled applicants who meet the minimum essential criteria for a job vacancy;
- ensuring disabled people are considered for their abilities, not their disability;
- making reasonable adjustments for prospective and existing employees;
- regularly discussing with disabled employees what we can do together to ensure employees can develop, use and be valued for their abilities;
- making every effort to make sure that employees who become disabled can remain in employment;
- taking action to ensure that all employees have an appropriate level of disability awareness needed to maintain a culture that is inclusive;
- reviewing our commitments and activities each year to assess achievements and plan improvements;
- informing employees and stakeholders of our progress and future plans.

We work with 'Access to Work' (part of Jobcentreplus) to provide disabled people with advice and practical support, including special aid equipment/adjustment, both with interviews and in employment.

We offer disabled applicants the option of requesting that their application is considered under the terms of our Guaranteed Interview Scheme. To be invited to interview/assessment under this scheme, you must show in your supporting statements that you meet the minimum criteria for the role.

Should you require reasonable adjustments to be made as part of the recruitment process (e.g. venue access; information format, interpreter etc) please do not hesitate to make a member of the recruitment team aware.