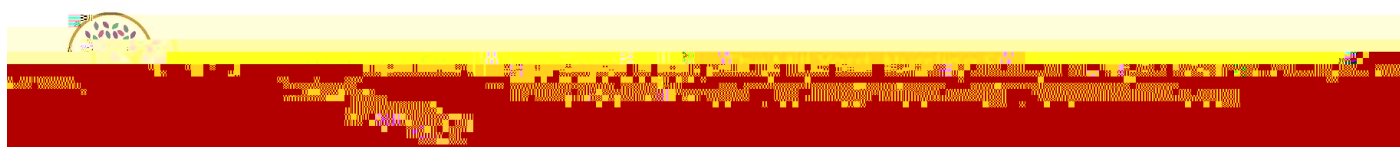


4. THE LEGAL FRAMEWORK

4.1 The disability equality I



- 6.2 Recruitment will be solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, knowledge, experience and skills will be assessed at the level that is relevant to the job.
- 6.3 If an applicant makes the school aware, at any stage of the recruitment process, that they have a disability then reasonable adjustments must be considered to ensure the applicant is not disadvantaged by the process.

Equal Opportunities

- 6.4 The governing body is committed to providing equality of opportunity at all stages of the recruitment and selection process and ensuring that candidates are treated fairly and lawfully throughout the process. Shortlisting, interviewing and selection will always be carried out without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, political affiliation or trade union membership.
- 6.5 Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of his or her disability.
- 6.6 The HET offers a variety of training opportunities to meet the requirements of all staff. These will be held in accessible venues with consideration of the needs of staff with disabilities including larger print handouts for those with visual impairments, or printed on different coloured paper to assist those with scotopic sensitivity. All staff attending a training programme are asked whether they have any access requirements, reasonable adjustments or requirements that need to be accommodated.

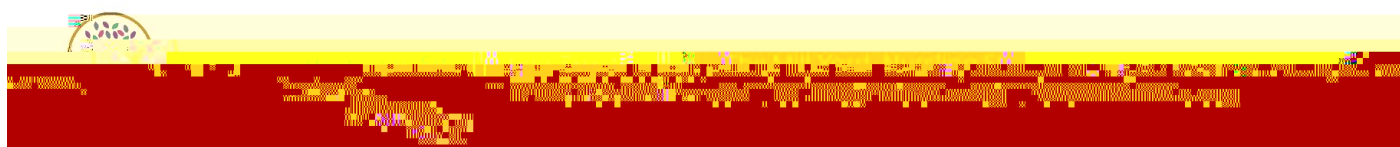
7. STUDENTS WITH DISABILITIES

- 7.1 The Schools welcome applications from disabled people and those with specific learning difficulties. We encourage existing students and applicants to declare a disability or specific learning difficulty either on application or any time thereafter in order that they can be made aware of possible entitlements and the support that is available to assist them to achieve their potential. Information provided to the HET is held in confidence, is shared with colleagues only with students' permission.
- 7.2 Information regarding our disability services is provided on website.

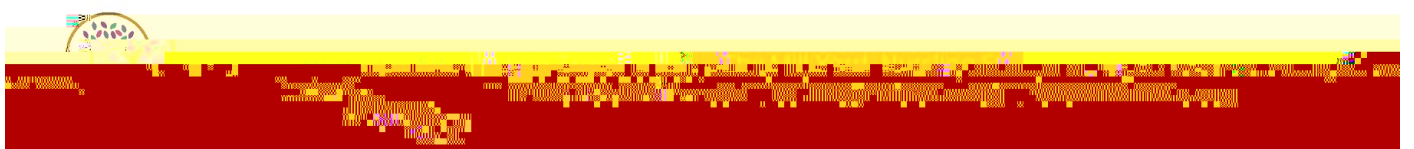
8. REASONABLE ADJUSTMENTS

- 8.1 The HET schools are required to make reasonable adjustments when a disabled student or member of staff may be placed at a substantial disadvantage. Examples of reasonable adjustments for students include making appropriate arrangements in such activities as:

i sm1o1 0 0able (v)-4i2.184 64F1 12 Tf1 0 0 1 112.22 243.26 Tm0 g0 (G)JTJETQq000008866 0 594.96 94.96254.8dlsst
T



8.3



- 12.1 All information given to the HET by disabled staff and students will be treated with respect and confidence and in accordance with data protection legislation. A disabled student or member of staff may volunteer a disability and ask that the information is kept confidential. The responsibility of the staff member informed is to ensure that the disabled person is aware that this is likely to have an effect on any reasonable adjustments which may be required and to document this.

13. IMPACT ASSESSMENT

- 13.1 The HET recognises its responsibility to ensure that no-one is discriminated against or disadvantaged, through membership of any particular group, or on the grounds of age, disability, gender, race, religion, or sexual orientation.
- 13.2 The disability policy has been assessed as being of high relevance to our duties under the Equality Act 2010 and the HET will review its impact on disability equality and div 12 Tf1 0088622.04 rd/fis

