

Policy code	Effective date	Approved by	Description of Amendment	Review date
PO-DIS	14/09/2017	Leanne Edwards	N/A	09/2018

References:

1. <https://www.gov.uk/definition-of-disability-under-equality-act-2010>
2. <http://www.legislation.gov.uk/ukpga/1995/50/contents>

YOUTHFORCE DISABILITY STATEMENT

1. Youthforce Ltd. are opposed to discriminatory attitudes of any kind and dedicated to translating this into every aspect of our work. This includes ensuring that no person receives less favourable treatment on the grounds of their disability.
2. Youthforce will adhere to the principles of the Disability Discrimination Act 1995 in regard to Employment and Training.
3. Youthforce requires its employees, service users, apprentices, learners and volunteers to comply with the Policy.
4. Youthforce will take positive action as necessary, as a service provider and an employer, to uphold this policy.
5. Youthforce recognises the need to develop procedures to support the implementation of this Policy, for instance a training programme and a system of monitoring.
6. Youthforce will ensure that a disabled person will not be treated less favourably for any reason relating to their disability. Youthforce will provide reasonable adjustments for disabled employees and others using Youthforce’s facilities. Where venues are used in the community they will be checked for their ‘user friendliness’ in terms of accessibility and conditions conducive for learning.
7. Youthforce acknowledges that disability is a broad term which includes physical or sensory impairment, dyslexia, dyspraxia, medical conditions, mental health problems and learning difficulties
8. Youthforce strives to provide an environment where those with disabilities are able to participate in services as learners and employees. Discrimination on grounds of disability is deemed to have occurred when as above a disabled person is treated less favourably and that treatment cannot be justified. Also if there is a failure to make reasonable adjustment and that failure cannot be justified. This includes taking measures wherever possible to ensure materials and assessment methods suit learner’s needs.
9. Evaluation forms used to gain feedback on all services will seek to encourage disabled participants to comment on their experience. Youthforce will act upon such feedback and make adjustments where appropriate.

10. This statement is a working document and as such will be re-evaluated annually and brought into line with Government legislation and good practice guidelines. Services, materials and facilities will undergo perpetual review including an annual overhaul.