



DISABILITY DISCRIMINATION POLICY

The Disability Discrimination Act, 1995 (DDA) defines a disability as a mental or physical impairment which has a substantial (ie, more than just trivial or minor) and long term (ie, which has lasted, or is likely to last 12 months or more) adverse effect on a person's ability to carry out normal daily activities.

This Policy summarises the arrangements in place within the Organisation that ensures conformance to the requirements of The Disability Discrimination Act, 1995 as appropriate to the following:

- the care services provided for our service users;
- our staff recruitment and selection procedures;
- persons who may visit our administrative facilities.

1. Our Service Users:

As a specialist provider of Domiciliary Care Services our key aim is to ensure that we remain client focused. We will therefore strive to ensure that no service user is denied access to our services simply because of any disabilities that they may have. To assist us in meeting the specific needs of our clients we are committed to the following courses of action, as appropriate:

- To acquire an understanding of disabilities and impairments. This will assist us in anticipating and addressing barriers that may prevent a service user from fully enjoying our services and facilities.
- To make use of new technology, where appropriate, to ensure that individual needs are met.
- To modify our procedures and services to meet the individual needs of service user wherever we can.
- To ensure that any service user with a disability does not suffer any disadvantages as a result of our procedures that control our services.

2. Our Staff Recruitment and Selection:

In respect of staff recruitment our overriding philosophy is job selection on the basis of merit and the perceived ability to do the job to the standards defined in the appropriate Job Description. No applicant will be disqualified simply because of any disabilities that they may have.

3. Our Administrative Facilities:

We have conducted an assessment of our facilities related services to determine if any is Required to enable us to become more inclusive of persons with disabilities who may have occasion to

Visit us. This assessment addresses the above points and is recovered on the Disability Needs Assessment

Check list Form. This self-evaluation is ongoing process.