**APPENDIX 6**

**ABERDEEN CITY COUNCIL**

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| **EMPLOYMENT OF PEOPLE WITH DISABILITIES** |

***POLICY STATEMENT***

**INTRODUCTION**

The Council, as an equal opportunity employer, is fully committed to improving work and career opportunities for people with disabilities. To achieve this objective and thereby provide a foundation and focus for maintaining good employment practices, the following positive steps have been taken:-

1. **DIVERSITY & EQUALITIES** **MONITORING**

Diversity & Equalities Monitoring has been introduced for the purpose of a positive framework within which **all** candidates for Council vacancies are given every opportunity to demonstrate their abilities.

2. **RECRUITING PEOPLE WITH DISABILITIES**

The Council appreciates the difficulties that can be experienced by people with disabilities in seeking employment and will therefore guarantee to interview all applicants with a disability who meet all of the **minimum** essential criteria for the job for which they are applying and assess their suitability solely in terms of their abilities.

3. **CONSULTING EMPLOYEES WITH DISABILITIES**

The Council's commitment towards people with disabilities not only relates to prospective employees but equally involves commitment towards existing employees. In this respect, employees with disabilities will be consulted on a regular basis about their development needs and potential to ensure that their skills and abilities are being most effectively used.

4. **RETENTION OF EMPLOYEES WHO BECOME DISABLED**

The Council will ensure that every reasonable effort will be made to retain employees who develop a disability.

5. **DEVELOPING AWARENESS OF DISABILITY ISSUES**

All employees whose work involves them in recruiting, training, managing and making practical arrangements (e.g. premises) for employees will be kept fully aware of disability issues by way of training, presentations, circulars etc, so that the Council's commitments in this regard are effectively put into practice.

6. **REVIEW OF PROGRESS**

The Council will regularly review the progress being made on improving work and career opportunities for disabled people so that opportunities and problem areas can be identified and pursued.