



How to make your business more **Accessible**

Through the Employers' Disability Charter

The Disability and Inclusion Strategy approved by the States of Deliberation in November 2013 aims to 'improve the quality of life of disabled islanders and their carers through changing attitudes so that they can be active and engaged socially, economically and culturally'. The Strategy commissioned Guernsey Employment Trust (GET) to assist employers to prepare for forthcoming legislation. GET produced an Employers' Disability Charter to compliment the publication of their Good Practice Guide for Employers. Both documents provide employers with guidance concerning the recruitment and retention of disabled employees but it's the Charter that offers businesses with something tangible to help improve their workplace practices, cultures and attitudes.

The aim of the Charter is to support employers to become more disability confident. The nine commitments will support employers to provide the evidence that they are taking positive action and developing initiatives that will enable more disabled people to access employment opportunities in Guernsey.

The spirit of the Employers' Disability Charter is about taking a proactive approach and taking small steps to improve workplace practices. Signing up is not about the immediate fulfilment of the commitments but agreeing to start the journey. The Charter is not a statutory obligation, nor is it a legal requirement; signing up to the Charter is voluntary.

The commitments:

1. We will encourage job applications from disabled people
2. We will guarantee a job interview for disabled applicants who meet the minimum criteria for our job vacancies
3. We will implement good practice in all aspects of the recruitment and retention of disabled people
4. We will consider 'reasonable adjustments' in the recruitment process and in the workplace
5. We will provide work experience placements and job tasters for disabled people where practicable
6. Staff may be available to conduct mock or practice interviews for job seekers with a disability
7. We will encourage managers and supervisors to undertake online Disability Awareness training
8. We will act as a disability Ambassador and encourage staff to motivate other employers
9. We will develop our own commitment to enhance the employment opportunities for disabled islanders

This is the first step on the journey and GET will provide employers with free advice and assistance on planning the steps that they will need to take.

To contact GET visit their website, www.get.org.gg, or telephone **01481 247999**.



States of
Guernsey

For more information
go to get.org.gg or
gov.gg/disability

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