

Statement of Intent regarding the Employers' Disability Charter

This Charter is about working towards the commitments of it and not the immediate fulfilment of them – signing up is a step along a journey - not the end of it. Employers are requested to write a short statement of intended actions or actions to be considered that may address each of the commitments.

Commitment: We will encourage job applications from disabled people

Intended action:

We will review our recruitment and selection processes and systems to ensure that our commitment to being an equal opportunities employer is clear in encouraging applications from, and the employment of, people with a disability. This will be undertaken during 2018.

Commitment: We will guarantee a job interview for disabled applicants who meet the minimum criteria for our job vacancies

Intended action:

We will work towards providing a guaranteed job interview; we will amend our application process during 2018 to reflect this so that if you have a disability, and you demonstrate during the application process that you have the minimum skills, knowledge and experience needed to perform the role, then you will be guaranteed an interview.

Commitment: We will implement good practice in all aspects of the recruitment and retention of disabled people

Intended action:

We will review our processes and systems to ensure that our commitment to being an equal opportunities employer is clear. We will promote an inclusive environment ensuring disabled people receive equal treatment. This review will be undertaken during 2018.

Commitment: We will consider 'reasonable adjustments' in the recruitment process and in the workplace

Intended action:

We provide reasonable adjustments in both the recruitment process and in the workplace. We will ensure that wherever possible the working environment does not prevent people from taking a role for which they are suitably qualified and or experienced. We will work during 2018 to make this clearer for applicants and employees.

Commitment: We will provide Work Experience Placements and Job Tasters for disabled people where practicable

Intended action:

We currently provide work experience placements across the States of Guernsey for disabled people. We will work during 2018 to see if we can develop a scheme that would offer a more structured programme of placements.

Commitment: Staff may be available to conduct mock or practice interviews for job seekers with a disability

Intended action:

Where possible we will work towards providing opportunities for mock or practice interviews for job seekers with a disability.

Commitment: We will encourage managers and supervisors to undertake on-line Disability Awareness training

Intended action:

Disability awareness raising and development activities will continue to be delivered to our employees across the States of Guernsey. We have trained a number of managers in understanding the GET Good Practice Guide. We have, and continue to roll out on-line disability awareness training to our employees.

Commitment: Staff may be available to act as Ambassadors to other employers

Intended action:

We will support this by enabling our employees to talk about the experience of employing and or working with a disabled person. This could be through testimonials for GET, speaking at GET employer events and sharing experiences across the States of Guernsey.

Commitment: We will develop our own commitment to enhance employment opportunities for disabled islanders.

Intended action:

We aim to create a network between our disabled employees to enable us to understand how we can improve and promote opportunities within the States of Guernsey for disabled employees.