

Employers for Disability NI

Disability Support Pack

Supported By:

Queen's University Belfast // Translink // Belfast City Council
Equality Commission for Northern Ireland // Northern Ireland
Housing Executive

part 1

Disability
efdni
employers for disability

This is the first disability good practice logo applicable for Northern Ireland employers and service providers. It was commissioned as part of the Disability Support Pack, for exclusive use by our members, to display their membership of Employers for Disability NI and commitment to disability good practice. It can be used on all documentation such as advertisements, promotional materials, letterheads and websites.

Displaying this logo will ensure recognition as an organisation which values employees and customers with disabilities.

Employers for Disability NI would like to thank the Information Department of the Northern Ireland Housing Executive for developing the logo.

Disability Good Practice Commitments

Key Statement:

Disability good practice will form an integral part of our organisation's policies in relation to employment and customer service.

Our organisation will implement the key statement through the following eight commitments:

- 1 Our commitment will be made at the highest level and communicated to all staff.
- 2 Our organisation will develop policies and practices in relation to:
 - the recruitment, retention and development of employees with disabilities
 - serving customers with disabilities.
- 3 Our organisation will monitor and review progress in relation to the Disability Good Practice Commitments at appropriate intervals.
- 4 All staff will receive disability awareness training appropriate to their level and role within our organisation.
- 5 People with disabilities will be involved in the continuous development of our employment practices, products and services to ensure accessibility.
- 6 Measures will be taken to ensure that our premises are as accessible as possible for people with disabilities as employees and customers.
- 7 Our organisation will establish links with a range of disability training providers with the aim of offering work experience and training opportunities to people with disabilities.
- 8 Our organisation will encourage other employers and service providers to adopt disability good practice.

part 3

Good Practice Guide

A Good Practice Guide, exclusively for our members, provides information on how to implement each Disability Good Practice Commitment, including case studies from other employers and service providers and relevant case law examples. This regularly updated guide underpins our good practice advice for members.

part 4

Audit Tool

An audit tool is provided for members to complement the Disability Good Practice Commitments and Good Practice Guide. This enables member organisations to identify priority areas, develop action plans and monitor progress.

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