

## **DEFINITION OF DISABILITY**

A person has a disability if s/he has a physical or mental impairment, which has a substantial, ie more than minor or trivial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.

People who have had a disability within the definition are protected from discrimination even if they have since recovered.

A long-term effect impairment means one which has lasted at least 12 months, or the total period for which it lasts is likely to be at least 12 months, or which is likely to last for the rest of the life of the person affected.

The effects are to be treated as if they are continuing, and are likely to continue beyond 12 months if the impairment remains and at least one recurrence of the substantial effect is likely to take place 12 months after the initial occurrence.

Normal day-to-day activities for the purpose of the above definition are: mobility, manual dexterity, physical co-ordination, continence, ability to lift, carry or otherwise move everyday objects, speech, hearing or eyesight (only if spectacles or contact lenses do not help), memory or ability to concentrate, learn or understand, or perception of the risk of physical danger.

***Please contact Head of People and Organisational Development at ISHA, in the first instance if you feel that you have been discriminated against in your application or if you require more information on the above.***

# **ISLINGTON AND SHOREDITCH HOUSING ASSOCIATION**

## **DISABILITY POLICY STATEMENT (EMPLOYMENT)**

ISHA is committed to provide equality of opportunity for disabled people in recruitment and retention. It will provide disability awareness to all its staff and guidance on non-discriminatory practices.

Treating less favourably or victimising someone because of their disability will be taken very seriously by ISHA and the person(s) responsible will be dealt with as per our harassment procedure.

The Association will ensure the following;

- 1) All candidates who comply with essential job specification criteria will be invited for interview.
- 2) All job vacancies, including temporary posts for vacancies of over 2 months in length, will be notified to the local Disability Employment Adviser.
- 3) ISHA will discuss with existing and potential staff with a disability/becoming disabled the adjustments necessary to enable that member of staff to carry out their job. These adjustments could include for example modification/adaptation to the office and equipment, amendment of the work hours or of the job description for non essential tasks.
- 4) In the case of an existing employee developing a disability, ISHA will endeavour to make all reasonable arrangements, which would enable them to stay in the same job. If this is not possible, job sharing, restructuration of the post or redeployment will be considered.
- 5) Our premises are fully accessible.
- 6) Monitoring of the dispositions described in the disability policy will be reviewed at regular intervals, with staff being kept informed about progress and future plans.