

Two Ticks – Five Commitments

Commitment 1

To interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.

The aim of this commitment is to encourage disabled people to apply for jobs by offering an assurance that should they meet the minimum criteria they will be given the opportunity to demonstrate their abilities at interview stage.

Commitment 2

To ensure there is a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what they can do to make sure they can develop and use their abilities.

The aim of this commitment is to ensure that disabled employees are getting the same opportunities as others to develop and progress within their job.

Commitment 3

To make every effort when employees become disabled to make sure they stay in employment.

The aim of this commitment is to make sure that employees know that, should they become disabled, they will have your support to enable them to continue in their current job or an alternative one. Retaining an employee who has become disabled means keeping their valuable skills and experience and saves on the cost of recruiting a replacement.



Commitment 4

To take action to ensure that all employees develop the appropriate level of disability awareness needed to make your commitments work.

The aim of this commitment is to provide awareness of disability issues to all staff in order to improve the working environment.

Commitment 5

Each year, to review the five commitments and what has been achieved, to plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.

The aim of this commitment is for the employer to monitor our own practices and achievements in meeting the symbol commitments and to identify areas for further progress or good practice to share with others. The commitment also helps us to plan how to let people know initially that the company has become a symbol user, and to keep them up to date with developments. Progress is fed back to Jobcentre Plus at your annual review.

