



The Priory School Trust – A Disability Confident Committed Employer

As a Trust, we will commit to these 5 actions and we are expected to be carrying out these actions within the next 12 months:

Ensure our recruitment process is inclusive and accessible, for example;

- ensure against discrimination
- make job adverts accessible
- provide information in accessible formats (e.g. large print)
- accept applications in alternative formats (e.g. electronically)

Communicate and promote vacancies, for example;

- advertise vacancies through a range of communication channels
- get advice from Jobcentre Plus, Work Programme providers and local disabled people's user-led organisations
- review current recruitment processes

Offer interviews to disabled people

- Encourage applications from disabled people by offering them an interview if they meet the minimum criteria for the job (this is the description of the job set by the employer).

Anticipate and provide reasonable adjustments as required

- Make sure disabled people aren't disadvantaged when applying for and doing their jobs.

Support any existing employee who acquires a disability or long-term health condition to stay in work

- Retaining an employee who has become disabled means keeping their valuable skills and experience and saves on the cost of recruiting a replacement.