



Staff Disability Policy

Document Type	Policy
Document owner	Equity, Diversity and Inclusion team
Approved by	Management Board JNCC
Approval date	Management Board: 10 March 2021 JNCC: 02 June 2021
Review date	June 2022
Version	1.0
Amendments	Reviewed and updated from 14.10.09 version Brought in line with Equality Act (2010)

Related Policies & Procedures

[Anti-Bullying and Harassment Policy](#)
[Digital Accessibility Guides](#)



2.2 We are committed to fostering a supportive, enabling, and inclusive environment, where all individuals are treated with dignity and respect, and where there is equality of opportunity for all regardless of characteristics or background.

2.3 Disability is one of the nine protected characteristics under the Equality Act 2010. The act states that public bodies, in the exercise of their functions, must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.

- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

2.4 LSHTM is a [Disability Confident Employer](#). This means LSHTM is committed to:

- actively attracting and recruiting disabled people

- making reasonable adjustments where possible at all stages of the recruitment process and within employment

- offering an interview to all applicants who apply under the Guaranteed Interview Scheme and meet the minimum criteria for the role

- creating an inclusive environment for disabled staff to thrive in the workplace.

2.5 Under the Disability Confident Scheme, LSHTM has committed to the following in terms of recruitment:



they are disabled

someone thinks an individual is disabled



4. LINK TO PROCEDURE

[Supporting Disabled Staff at LSHTM – Procedure and Guidance](#)