

## **Derry City and Strabane District Council - Positive Action Statement**

Derry City and Strabane District Council is committed to supporting, developing and promoting equality of opportunity in all its employment practices and activities and will endeavour to prevent discrimination and harassment of any kind.

Council have a strong commitment to equality and diversity both in our people within the organisation and in our services that we provide to our communities.

The Council encourages the development of an environment in which diversity is valued. An important part of putting this into practice is a commitment to prohibit discrimination on the grounds of disability in all employment matters, to increase employment opportunities for people who have a disability and to ensure that its recruitment and selection processes are fully accessible.

We are proud to be a disability friendly employer, and we will undertake a range of initiatives and activities which will enable people with disabilities to participate fully in the recruitment process and to support them at work. We will:

- Commit to ring-fencing some vacancies for people with a disability where suitable.
- Ensure all information regarding the recruitment process is available in an accessible format and advertised through appropriate channels to get optimum participation from the disability community.
- Offer guaranteed interviews<sup>1</sup> to applicants with disabilities who meet the essential criteria for a job.
- Provide reasonable adjustments to ensure applicants can feel confident to put themselves forward for relevant posts.
- Flexible approach to how the selection process is carried out.
- Raising awareness through disability training for staff
- Seek professional assistance from ECNI and NIUSE in the recruitment and integration of employees with disabilities
- Actively developing and promoting an inclusive culture.

---

<sup>1</sup> Guaranteed interview\*

In order to assess your suitability for a guaranteed interview, you will need to declare that you have a disability on your application form and ensure that you demonstrate how you meet the essential criteria detailed in the person specification. You will not be required to tell us what disability you have in order to qualify for the guaranteed interview scheme.