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## DISABILITY

Version 3

### 1. Policy statement

PFEW is committed to the promotion of equality for disabled police officers as well as in all aspects of its service provision, access to its premises and facilities and in its employment practices.

### 2. Responsibility

The INB is responsible for all policy formation.

### 3. Summary

The disability discrimination legislation ensures that people enjoy protection from discrimination because of disability. This includes individuals with disabilities and can include people who may be discriminated against because of their association with a disabled person. A disabled person is defined in law as someone with a physical or mental impairment, which has a substantial long term adverse impact on their ability to carry out normal day-to-day activities. This definition includes mobility and sensory impairments as well as hidden impairments such as dyslexia, diabetes, epilepsy and mental health problems. Conditions such as cancer, HIV infection and Multiple Sclerosis are also covered by the definition from the point of diagnosis.

The legal definition of disability is sometimes known as the “medical model” of disability. There is also the “social model” of disability that recognises that there are often social or workplace barriers that can prevent people from fully participating at work. The PFEW has adopted the wider social model rather than the medical model when referring to disability within this policy.

PFEW believes it is important to view officers with disabilities in terms of what their capabilities are and what they are able to do, rather than what they are not able to do and we believe officers should be fully involved in any decisions relating to their working environment and/or the roles they may be expected to undertake.

### 4. Procedures/implementation

PFEW is committed to supporting police officers who need reasonable adjustments to be made in order for them to undertake their work as a police officer. We will push to ensure forces comply fully with their legal obligations with regards to making reasonable adjustments, with a view to ensuring officers with disabilities can remain in the workplace, utilising their skills to the best of their ability for the benefit of the force.

PFEW is keen to establish new networks of support for officers with 'protected characteristics', including disability.

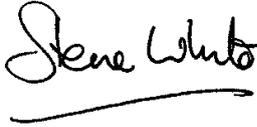
We will also consider reasonable adjustments for employees/service-users whether or not they are disabled under the terms of the legislation if they need reasonable adjustments to enable them to participate fully at work and/or when accessing our services.

We will continue to operate in accordance with the JCC disability policy 2010.

Responsibility is delegated to the General Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	EP-KP	June 2015	June 2016	
Version 2	EP-KP	June 2016	June 2017	No change
Version 3	KP-EP	June 2017	June 2018	No change

Signed by:



Chairman



General Secretary