



Positive About Disability Or 'Double Tick' Symbol

South Devon Healthcare NHS Trust is accredited to using the 'double tick' symbol in job adverts.

What is the Disability Symbol?

It's a recognition given by Jobcentre Plus to South Devon Health Care Trust because we have agreed to take action to meet five commitments regarding the employment, retention, training and career development of disabled employees.

This means that we are committed to employing and retaining people who are or become disabled.

What commitments have we made?

We have agreed with Jobcentre Plus that we will take action on these five commitments:

To:

- Interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.
- Make sure there is a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what can be done to make sure they can develop and use their abilities.
- Ensure every effort when employees become disabled to make sure they stay in employment.
- Take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.
- Annually review the five commitments and what has been achieved, plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.

How will I recognise the Disability Symbol?

The Disability Symbol (displayed above) is a circular symbol, usually green, with two ticks.



What vacancies does the Disability Symbol apply to?

It applies to all vacancies at South Devon Health Care Trust.

What does it mean for applicants when they see the Disability Symbol on a job advert?

It means that we will guarantee to interview an applicant that meets the minimum criteria for that job. Interested applicants can always find out from the Employment Plus team what the minimum criteria are. That way, they will have a good idea of whether it's worth applying and what to expect. This applies to internal and external candidates.

What happens if I become disabled or there are changes to my disability whilst working for my employer?

If this should happen and there are aspects of your present employment which make it difficult for you to carry on in the same work, as a symbol user we will do all they can to make sure you can stay in a job. We will fully discuss with you all options.

Want to know more?

Contact the Employment Plus Team at our Torquay office on 01803 653345