

## **Statement on Disabilities**

In all aspects of its work the Tavistock & Portman NHS Foundation Trust is committed to the development of anti-discriminatory practice and the provision of equal opportunities.

In accordance with the Equalities Act 2010 'positive about Disabled people' scheme (often known as the two Ticks scheme) awarded to the Trust by Job Centre Plus, all disabled candidates (i.e. all those who answer 'yes' to the disability question on the Equal Opportunities section of the application pack) must be short listed if they meet the minimum (i.e. essential ) requirements for the post.

The following facilities are available to assist staff or visitors with disabilities at the Tavistock Centre:-

- automatic entry system
- ramps
- open swing doors
- disabled toilet (ground floor)
- low-level reception counter
- portable induction loop
- public telephones

Anyone who has suggestions to improve these facilities, encounters difficulties, or requires additional assistance should in the first instance contact the Health & Safety Manger, who can be located in Room 336 on the 3rd floor.

*\* The definition of 'disability' under the Equality Act 2010*

In the Act, a person has a disability if:

- they have a physical or mental impairment
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

For the purposes of the Act, these words have the following meanings:

- 'substantial' means more than minor or trivial
- 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
- 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping

This form is available in alternative formats if required. Please contact Human Resources through the switchboard on 020 7435 2491.

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