

Our Commitment to supporting candidates and staff with disabilities:

All staff in IADT are required to take personal and individual responsibility to ensure that they do not discriminate against disabled staff.

Every member of IADT staff is expected, and encouraged, to show consideration towards disabled colleagues and visitors, and is required to implement our **Code of Practice**. Discrimination on the grounds of disability will not be tolerated and could result in disciplinary action being taken against anyone who is in breach of this policy.

As an employer, IADT will take reasonable steps to ensure:

- Recruitment processes and terms of employment do not discriminate for reasons related to disability.
- Opportunities offered for promotion, transfer, training, or other benefits are the same for all employees.
- A disabled person is not put at a disadvantage because of their disability when reasonable accommodation can be provided to support them.

The term 'reasonable accommodation' is used as an umbrella term for any additional disability-related support that is required.

Recruitment and Selection

Disabled people are encouraged and entitled, by law, to apply for any post in IADT for which they are qualified and to have their applications considered fairly and based on their abilities, qualifications, and suitability for the work in question. IADT will not create unnecessary barriers to prevent disabled people applying for posts.

We are committed to consulting with disabled job candidates, and to providing reasonable accommodation and support as necessary so that candidates may fully participate in the recruitment and selection process. A disabled person may require reasonable accommodation to apply for a role before interview, and where possible this will be provided.

All successful applicants are written to in advance of Interview and are asked if they have any additional requirements and are given the opportunity to disclose any disability at that stage.

Where a disability or additional requirements are identified or disclosed then we brief the interview board and will adapt the interview to suit the candidate needs e.g. if an autistic

candidate(s) is interviewed, we may adapt the question bank for the candidate to include only direct questions.

All interview boards are briefed on the relevant policies and practices as they relate to inclusivity and equal opportunities.

Summarised document on Disability, for full disability Policy please contact Stuart Kavanagh at stuart.kavanagh@iadt.ie