

Valuing Diversity

Devon County Council believes in valuing diversity. This means that we welcome and encourage applications regardless of age, gender, sexual orientation, race, religion or disability.

Please see http://www.devon.gov.uk/index/councildemocracy/improving_our_services/equality.htm for more details of our Equality Commitments and Standards, and Equality Action Plan.

To make valuing diversity work we need to monitor the effectiveness of our policies. This is why we ask you to please complete the form overleaf.

The form is not part of our selection process and will be separated from your application form.

If you are successful, the information will be transferred to our computerised personnel system. The information will be kept in strict confidence at all times.

Guidance Notes on Disability

Under the Disability Discrimination Act 1995 you are considered to have a disability if you have 'a *physical or mental impairment which has a substantial and long-term adverse effect upon your ability to carry out normal day-to-day activities*'.

People who have had disabilities in the past are included. Progressive conditions, such as cancer, multiple sclerosis, muscular dystrophy and HIV infection, are covered by the Act from the point of diagnosis.

Physical and mental impairments include sensory impairments, such as those affecting sight or hearing, learning disabilities, and mental illness if it has a substantial effect on normal day to day activity.

Substantial adverse effect is more than a minor or trivial effect and goes beyond the normal differences between people. Substantial effects of a disability, which has ceased but is expected to recur at least once a year, for example rheumatoid arthritis or epilepsy, are included in the definition.

Long-term effect is one which has lasted, or is likely to last, 12 months or more.

Normal day to day activities are those which are carried out by most people on a fairly regular and frequent basis. An impairment has a substantial adverse effect if it affects:

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing or eyesight (excluding those who wear glasses/contact lenses)
- Memory or ability to concentrate, learn or understand, or
- Perception of the risk of physical danger.

Anyone who is certified as **blind or partially sighted** by a consultant ophthalmologist, or who is registered as such by a Local Authority, is deemed to be disabled within the meaning of the Disability Discrimination Act.

Further details are available from the Equality and Human Rights Commission at www.equalityhumanrights.com Telephone 0845 604 6610 or text phone 0845 604 6620.

Guaranteed Interview



As a user of the disability symbol, we guarantee to interview all applicants with a disability who meet the essential elements of the person specification. Please indicate on the application form if you require adjustments for the interview. This will not affect your application.