



The Society is a Disability Symbol User. This Jobcentre Plus symbol indicates an employer's commitment to meet five commitments regarding the recruitment, employment, retention and career development of disabled people.

By using the symbol, we aim to make it clear to disabled people that we welcome their employment applications and the organisation will be positive about their abilities.

Granta Housing Society has made five commitments as follows:

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