

EAST HERTS COUNCIL

LOCAL JOINT PANEL 3 JULY 2013

HUMAN RESOURCES COMMITTEE 3 JULY 2013

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

EMPLOYING AND MANAGING PEOPLE WITH DISABILITIES POLICY

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To approve the revised Employing and Managing People with Disabilities Policy.

<u>RECOMMENDATIONS FOR LOCAL JOINT PANEL: That:</u>	
(A)	The revised Employing and Managing People with Disabilities Policy be recommended for approval; and
<u>RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE: That:</u>	
(A)	The revised Employing and Managing People with Disabilities Policy is approved

1.0 Background

1.1 The Council's employing and retaining people with Disabilities Policy was last reviewed in 2006. The Council's programme of policy review is after two years or sooner in line with legislation and best practice.

2.0 Report

2.1 **Key changes**

2.2 The policy has been updated to reflect changes in legislation, especially since the Equality Act came into force in 2010. The

policy takes into account the definition of disability under the new Act.

2.3 The policy complies with the provisions in the NJC Green Book and The Equality Act 2010. This policy adheres to the Equality Code of Practice which is issued by the Equality and Human Rights Commission

2.4 The revised employing and managing people with disabilities policy can be found at Essential Reference Paper 'B'.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

Contact Officer: Glenda Bennett – Head of People and Property Services
01992 531 635
Glenda.Bennett@eastherts.gov.uk

Report Author: Preksha Patel – HR Officer
01992 531 630
Preksha.Patel@eastherts.gov.uk