

Please indicate how committed your organisation is to the following five areas of inclusion in the workplace:

	0: No commitments in this area	1: Committed to making improvements in this area	2: Confident in our inclusive policies and practices in this area	3: Leading in this area, promoting inclusion in other organisations
A) Inclusive and accessible recruitment (e.g. making job adverts accessible, accepting applications in alternative formats).				
B) Communicating vacancies (e.g. advertising vacancies through a range of channels targeted at the disabled community, getting advice and support from Jobcentre Plus, and/or relevant advocate organisations, such as local charities).				
C) Offering an interview to disabled people or people with a condition (e.g. encourage applications by offering an interview to an applicant who declares they have a condition or disability and meets the essential criteria listed on person specification).				
D) Providing workplace adjustments (e.g. changes to working patterns, adaptations to premises or equipment and provision of support packages).				
E) Supporting existing employees (e.g. Supporting employees to declare a diagnosis, retaining an employee who declares a condition or disability).				