

Disability Confident Statement

Disability Confident is a government scheme that has created a movement of change, encouraging employers to think differently about disability and to take action to improve how they recruit, retain and develop disabled people.

Salvation Army Homes is proud to be a Disability Confident employer and we have initiated a number of commitments to support our Disability Confident accreditation. As part of this, Salvation Army Homes will, for example:

- Promote a culture of being Disability Confident and ensure that our recruitment process is inclusive and accessible
- Actively attract and recruit disabled people where possible and display the Disability Confident logo to promote our commitment
- Offer an interview to any candidate that declares they have a disability, when applying for an advertised job, provided they meet the minimum criteria required for the job
- Anticipate and provide reasonable adjustments that might assist a candidate, interviewee or employee who might otherwise be placed at a substantial disadvantage during the recruitment process or when compared with other employees
- Support any existing employee who acquires a disability or long term health condition, with the aim of helping them to stay in employment, working with resources including Access To Work

If you would like to find out more about our commitment to the Disability Confident accreditation or if, because of a disability, you require assistance with any aspect of the recruitment or onboarding processes, please contact a member of the team at peopleservices@salvationarmyhomes.org.uk or on 01204 360 506.

Examples of assistance available from Salvation Army Homes may include:

- Site accessibility on our company website, offering text in alternative languages, text to speech functionality, and increased text size
- The production of any document in an alternative format or larger print on request
- Accepting a job application in an alternative format that is more suited to a candidate rather than online applications only
- Reasonable adjustments on request during the interview / assessment process
- Additional support during the completion of the online on-boarding process