

## Positive about Disabled People

One Vision Housing is positive about disabled people and committed to their employment. OVH's Policy is that any disabled person meeting the essential criteria as outlined in the Person Specification for the job will be guaranteed an interview.

If you consider yourself to be a disabled person and wish to claim an interview under the Guaranteed Interview Scheme please tick yes in the relevant box on the Application for Employment form.

For your guidance the following definitions of disability, based on the Disability Discrimination Act (DDA) 2005 have been provided:

### **A disabled person is someone who has a physical or mental impairment**

Physical impairment includes hearing and visual impairments and conditions such as diabetes, dyslexia, severe disfigurement, heart conditions or epilepsy. It also includes anyone who has an impairment which is likely to develop over time such as cancer, multiple sclerosis, or someone living with HIV or AIDS.

Mental impairment includes learning disabilities and mental illnesses.

People whose impairments are controlled, corrected or adjusted by medication or appliances are covered by the DDA, as are those who have had a disability in the past but have since recovered.

### **The impairment has got to last, or be expected to last, at least 12 months.**

For example, a person with a broken leg who is expected to recover shortly would not be covered.

A person who has had an impairment, which may happen again, is covered.

### **The impairment must have a substantial and long term adverse effect.**

This may be obvious from the time it takes someone to carry out a task or the way in which they carry out the task.

### **The impairment must affect the persons ability to carry out normal day-to-day activities.**

These include mobility, manual dexterity, physical co-ordination, continence, ability to lift or carry objects, speech, hearing or sight, memory or ability to concentrate, learn or understand.



**For further information on the Disability Symbol please access  
[www.jobcentreplus.gov.uk](http://www.jobcentreplus.gov.uk)**