



## DISABILITY POLICY

### OBJECTIVES

1. To provide equal opportunities for disabled persons in recruitment, promotion and training.
2. To ensure that all staff are aware of the Gwynedd Environmental Waste Service Ltd policy on the employment of disabled persons.
3. To ensure that where possible, disabled persons are provided with equipment and facilities to enable them to carry out their duties.
4. To provide a safe working environment for disabled staff.
5. To ensure that the special needs of disabled staff, arising directly or indirectly because of their work, are met.

### RECRUITMENT

Every Gwynedd Environmental Waste Service Ltd vacancy will be open to suitably qualified disabled persons subject to safety considerations.


All vacancies will be notified to the local Disability Employment Advisor and the principal voluntary organisations connected with people with disabilities, and will contain a statement that suitably qualified persons will be considered.

### DUTIES AND WORKING CONDITIONS

The duties and responsibilities of disabled employees will be reviewed periodically in the light of any changes in their condition.

### TRAINING

Disabled employees will be given full and fair consideration for inclusion in training programmes.

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## Gwynedd Environmental Waste Services Limited

### REHABILITATION

If a disabled employee is unable to continue carrying out existing duties, every effort will be made to find suitable alternative employment within Gwynedd Environmental Waste Service Ltd, with re-training being provided if necessary (this would automatically apply to other Gwynedd Environmental Waste Service Ltd employees who become disabled).

The service of the Disability Employment Advisor will be sought to help disabled employees.

SIGNED: Gwil Thomas

POSITION: Director of Compliance, Regulation, Health & Safety

DATE: 17 February 2026

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