

The Chase Hotel

Disability Discrimination Policy

At the Chase Hotel we value all our staff and customers and as such we go to lengths to ensure we do not discriminate against any minority. We recognize that people with disabilities have the same rights to work as others who are able bodied. That's why we will consider all applications and make judgements on employability based on skills, experience, suitability and personality over any disabilities.

The Chase Hotel has adopted the following principles to ensure we do not discriminate against disabled customers, employees or job applicants:

- To incorporate Disability Discrimination Act requirements into new build, and maintenance of both the interior and exterior of the premises.
- To ensure staff receive the appropriate training on the latest Disability Discrimination legislation and are able to make reasonable adjustments if required to look after disabled colleagues or customers.
- To provide disabled parking facilities close to the hotel entrance for both staff and customers with disabilities.
- We will ensure any customers or employees with disabilities are given additional support with administration matters/responsibilities if needed.
- We will continue to complete access assessments of our premises annually. We will incorporate requirements into either the short or long term plans
- Take reasonable action to ensure we comply with the Act once a failing has been brought to our attention, by either incorporating it in our short or long term plans
- Ensure all hazards are removed once brought to our attention, or highlighted as a hazard.
- Ensure staff are aware of guests with disabilities and are able to assist in the event of an emergency

The Chase Hotel will consider all applications and make judgements on employability based on skills, experience, suitability and personality over any disabilities. We will also make reasonable adjustments to help disabled employees and job-applicants with:

- Application forms
- Dismissal or redundancy
- Discipline and grievances
- Interview arrangements, e.g. wheelchair access or communicator support
- Making sure the workplace has the right facilities and equipment for disabled workers or someone offered a job
- Promotion, transfer and training opportunities
- Terms of employment, including pay
- Work-related benefits like access to recreation or refreshment facilities