

# CIGRE UK Disability Policy

## Document history and status

| Revision | Date       | Description | By            | Reviewed  | Approved |
|----------|------------|-------------|---------------|-----------|----------|
| 0        | 31/03/2021 | First Issue | Martin Ansell | John Finn |          |
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## **CIGRE UK Disability Policy**

This policy reinforces CIGRE UK's commitment to ensuring equality and addressing the barriers to inclusions which adversely impact upon people with disabilities.

### **Definition**

The Equality Act 2010 uses a wide definition of disability which includes but is not limited to those with physical or mobility impairments, visual impairments, hearing impairments, dyslexia, dyspraxia, dyscalculia, AD(H)D, medical conditions, mental health difficulties, autistic spectrum conditions, Chronic Fatigue Syndrome, M.E. and 'unseen disabilities' (e.g. asthma, epilepsy, heart conditions, diabetes). The formal definition included in the Act is:

"A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities"

### **CIGRE UK Aims**

- To commit to a culture of inclusion, creating a safe and supportive environment for all regardless of disability or other protected characteristic to support a positive experience for all members and non-members participating in any CIGRE UK activity.
- To facilitate a climate of openness and positive disclosure for individuals with disabilities including mental health.
- To ensure fair and equal treatment for all
- To comply with legislative requirements under the Equality Act (2010), with specific reference to the need to avoid discrimination and harassment and to take active steps to reasonable adjustments for disabled individuals.

### **Responsibilities**

CIGRE UK is responsible for promoting wellbeing and embedding support for all including those with disabilities. CIGRE UK recognises that the impact of a disability and the way it is experienced varies from person to person and that some disabilities may recur. Individual reasonable adjustments are informed by independent supporting evidence (such as a consultant letter, a diagnostic report, etc.) and the individual themselves. CIGRE UK strives to provide an inclusive environment for all and will explore all appropriate and reasonable support options as required.



## Complaints of Discrimination or Harassment

Should anyone, member or non-member, participating in any CIGRE UK activities feel that they have been discriminated against the complaint should be raised by contacting the secretary of CIGRE UK by email: [secretary@cigre.org.uk](mailto:secretary@cigre.org.uk)

## Review

Policy reviews are to be undertaken annually as part of an executive meeting.