


CIGRE UK Disability Policy

Document history and status

Revision	Date	Description	By	Reviewed	Approved
0	31/03/2021	First Issue	Martin Ansell	John Finn	 <small>John Finn, CIGRE UK Disability Champion, 31/03/2021</small>
1	01/12/2021	Incorporation of comments from Simon Ryder and review by Johanna Doyle, Diversity & Inclusion Champion	Johanna Doyle	John Finn	
2	26/03/2025	Reviewed and updated	Martin Ansell	John Finn	Mark Waldron

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 defines disability as “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”.

Cancer, HIV/AIDS and multiple sclerosis are each classed as a disability. The definition of disability in the Equality Act is broad which means many other conditions could potentially be covered, including, for example, 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). This list is a guide and is not exhaustive.

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

Review

Policy reviews are to be undertaken annually as part of a Steering Committee meeting.