

DISABILITY POLICY

Kings Dental Clinic is committed to complying with the Disability Discrimination Act 1995 by ensuring that disabled patients have the same access to our services as non-disabled patients. For the purpose of this policy the term disabled may include people with physical and sensory impairments, with learning disabilities, chronic or terminal illness and users of mental health services.

Please read it carefully. If there is anything you do not understand, ask Practice Manager for an explanation.

The practice recognise that discrimination on the grounds of disability is illegal. Through this policy, through training and by example, the practice wishes to demonstrate that it does not tolerate discrimination by anyone working at the practice.

PATIENTS

The practice and its staff will not treat a disabled person less favorably than another person because of a disability. Less favorable treatment includes:

- Refusing to treat a disabled patient
- Giving a disabled patient a lower standard of service or treating him or her in a worse manner than an able-bodied patient
- Offering a disabled patient less favorable terms.

The following exceptions may occur when, in the dentist's opinion:

- Health and safety reasons exist where either the patient or someone else would come to some harm if the dentist did not refuse treatment
- A disabled patient is unable to understand that treatment must be paid for, where appropriate
- The situation would mean negating or no longer providing the service

The practice will do its best to change or remove policies; practices and procedures that make it very difficult or impossible for a disabled patient to use the practice.

EMPLOYEES

The practice:

- Will not unjustifiably treat a disabled employee less favorably for a reason that relates to a disability.
- Will comply with a duty of reasonable adjustment to any physical feature of the premises or to working arrangements unless the adjustment would be of no substantial benefit.

The practice will not discriminate against a disabled person:

- In the arrangements made for determining who should be offered employment
- In the terms on which the disabled person is offered employment
- By refusing to offer or deliberately not offering the disabled person employment

- In the opportunities that are afforded to an employee for promotion, a transfer, training or receiving any other benefits
- By refusing to afford, or deliberately not affording, any such opportunity
- By dismissal or any other detriment.

DISABLED ACCESS

At Kings Dental Clinic we do our best to provide the same access to our services as non-disabled patients, at our Camberwell brunch we do not have access for wheelchair user but will provide information and help to assess the patient.

At the practice we provide a toilet on the ground floor of the practice. At the reception we provide hearing loop. Signs are easy and clear to read. All fire exits signs are clear.

The practice will undertake to provide support, assistance and, if necessary, counseling to members of the practice who are victims of violence and aggression in the course of their work. In appropriate cases, a discretionary period of sick leave on full pay will be granted.

This policy will be reviewed and updated regularly.

Date: 15.08.2015

Date Review: 15.08.2016