

SCHEDULE 3

Public Statement

The States Employment Board have acknowledged that an individual was treated differently and unintentionally discriminated against as a result of their hidden disabilities (ADHD and Autism) during a recruitment process. We apologise for the way the individual was treated and the hurt this has caused them.

It is much regretted that an individual was discriminated against and placed at a disadvantage as a result of their disabilities.

We have spoken with the members of staff involved and whilst we are satisfied that there was no intention to cause distress, we must do more to raise awareness within the workforce of hidden disabilities and working with disabled people to ensure fair and equal treatment to prevent this situation arising in the future.

The SEB would like to assure the public that we will not tolerate acts of discrimination either intentional or unintentional, it will be made clear to everyone who works for us and uses our services that disability discrimination as well as other acts of discrimination is against the law and our values and will not be tolerated. It is recognised that we need to do more to train our employees to prevent discrimination as well actively encourage the reporting of it. A Diversity & Inclusion Strategy is being developed and details will be publicly announced in due course. The SEB will ensure that all our policies are consistent in confirming that we will not tolerate acts of discrimination.

We recognise the benefits of an inclusive and diverse workforce that does not exclude anyone with a disability ensuring we draw from the widest possible pool of talent for all roles across public services.

We have a duty of care to look after the wellbeing of all our employees, and we are sorry that this has not been everyone's experience.