



Basingstoke Inclusion Zone (BIZ) Charter

1. To use Plain English during the recruitment process, in adverts and at interviews. Have the option of work placement rather than interview for candidates where appropriate.
2. To interview all candidates with learning disabilities who meet the essential criteria for the role.
3. To make necessary reasonable adjustments in the workplace such as easy read documents, extra time to understand new instructions, or workplace buddies.
4. To ensure existing staff are supported to work with learning disabled colleagues as necessary through either training or mentoring.
5. To hold regular discussions with the employee about their targets and career development needs.
6. To prioritise inclusion of people with learning disabilities in the organisation and review this annually.

Signed: _____

Designation: _____

Date: _____

On behalf of [Company Name]

Signed: _____

Designation: _____

Date: _____

On behalf of Basingstoke Mencap