

Reasonable adjustments

At Mears Group, we are committed to fostering a diverse and inclusive environment where everyone can thrive, we are a Disability Confident employer, valuing individuality and ensuring equal opportunities for all.

Reasonable adjustments for a declared disability are changes or accommodations made by an employer to remove or reduce barriers faced by disabled individuals, ensuring they have equal access and opportunities. These are required under the Equality Act 2010.

- If you have a listed a disability, please ensure you declare this on your application form
- The Talent Acquisition team will contact you via email to ask for reasonable adjustments
- Please ensure you provide a response, so we know how best to support you
- The hiring manager will be made aware of your declared disability and any reasonable adjustments you require
 - o The hiring manager will also confirm with you directly prior to any interviews
- If you are successful following your interview, you will be contacted via your new line manager with a reasonable adjustments form to understand how we can best support you within your role at Mears