



**This is to certify that**

**Shaw Healthcare Group  
DCS003709  
is Disability Confident Committed**

**Period of award: 30/09/2021 to 26/09/2024**

**Issue date: 30/09/2021**

**As a Disability Confident Committed Employer we have committed to:**

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

Find out more about Disability Confident at:

**[www.gov.uk/disability-confident](http://www.gov.uk/disability-confident)**

 **#DisabilityConfident**