

COMHAIRLE CONTAE FHINE GALL

FINGAL COUNTY COUNCIL

**COMMUNITY, SPORTS AND CULTURE STRATEGIC POLICY
COMMITTEE**

WEDNESDAY 25th MARCH 2026

ITEM NO. 04

**LEADING BY EXAMPLE WITH JOB OPPORTUNITIES FOR DISABLED
PEOPLE IN FINGAL COUNTY – AI106921**

Motion: Councillor A. Donnelly

“That the Chief Executive produce a report on how Fingal County Council can lead by example with job opportunities within this Council for disabled people, the report to examine areas that could facilitate diverse skills and abilities within our workforce.”

Report:

Fingal County Council is committed to providing a fair and inclusive environment that ensures equal opportunities for all candidates for employment, regardless of their physical or mental health, disabilities, or other personal circumstances.

Fingal County Council, as an equal opportunities employer, encourages people of all abilities to apply to work with us. We ensure fair treatment in hiring, training, promotion, and pay, prohibiting discrimination based on characteristics such as gender, age, race, religion, disability, or sexual orientation.

The recruitment process provides for reasonable accommodation which can help alleviate a disadvantage for a person with a disability and enable candidates with disabilities to compete on an equal footing. Examples include modifications to the interview environment, provision of assistive technology or software, providing additional assistance during the application process, modifying communication

methods (e.g., providing materials in alternative formats like braille, large print, or audio) and additional time being allocated for the interview.

Our Reasonable Accommodations Policy for Candidates outlines the supports available through the recruitment process. It is intended to support candidates who may have a disability, health condition, or other individual needs that could impact their ability to partake in a fair and impartial recruitment process.

Fingal County Council ensures that all employees involved in recruitment, including interview board members, are informed about this policy and trained on their rights and responsibilities regarding reasonable accommodations. The aim is to promote awareness of diversity, inclusion, and disability in the workplace.

Fingal County Council is currently participating in AHEAD's Willing & Able Mentorship (WAM) Programme where graduates with disabilities can apply for work experience with us.

Source of Report:

Mary Egan, Director of People, Corporate and Digital Services