

## **St Teath Parish Council – Disability Discrimination Policy** - Dec 2015 adopted Jan 2016

St Teath Parish Council is committed to equality of opportunity, both in the provision of services and as an employer. Everyone has a right to be treated with dignity and respect and the Parish Council will work towards the elimination of unfair and unlawful discrimination against disabled people to ensure equal treatment in all procedures, practices and access to Council services.

Within the framework of the Disability Discrimination Act 1995 which provides the following definition of disability: A physical or mental impairment which has substantial and long term adverse effect on a person's ability to carry out normal day to day activities.

However, it is understood that many people are disabled by social, attitudinal and physical barriers and as such there is also a social model of disability with the following definition: There are social barriers that prevent disabled people from achieving their full potential, hinder their personal development opportunities and limits access to a full role in society.

The Parish Council will try to overcome these barriers by providing any reasonable adjustments where appropriate to do so. It acknowledges that all disabled people are not the same and each person may have different needs. Harassment of disabled people is unlawful and will not be tolerated in relation to the Parish Council's service delivery or employment. Any reported incidents will be fully addressed in accordance with procedures and the relevant legislation where appropriate and may result in disciplinary action.

### The Policy:

The policy of the Council is based on the principle that – as far as possible – all disabled people will be accorded the same equality of treatment, dignity and respect as all other people. This means that all members of the public will receive as near equal service as possible, and the occasions when some may feel that they are being treated differently reduced to a minimum. The Council recognises that there may be some constraints to the service that we can offer from premises we occupy. We undertake to listen to and consider any solutions that might resolve these issues and that respect the dignity of the person with a disability.

### Inclusive Approach:

The Council will take an inclusive approach to providing access to our services and facilities for as wide a range of people with disabilities as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities

### Employees:

The Council is an equal opportunities employer and will work to make all reasonable adjustments to the workplace to enable any member of staff with a disability to enjoy a satisfying and fulfilling working life.

### Awareness:

The Council will provide awareness building for all members of staff on how they may meet the needs of disabled people.