

# **OLD CATTON PARISH COUNCIL**

## **DISABILITY DISCRIMINATION POLICY**

### **Introduction**

Old Catton Parish Council recognises the requirements of the Equality Act 2010 as it relates to Parish Councils.

### **The Policy**

The policy of the Council is based on the principle that – as far as possible – all people with disability 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 near equal service as possible, and the number of occasions when some may feel that they are being treated differently will be reduced to a minimum.

The Council recognises however that there may be constraints to the service that we can offer resulting from the premises we occupy. The Council undertakes to listen to and consider any solutions that might resolve these issues and to 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 not discriminate against disabled employees or applicants. The Council 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 training for all members of staff on how they may meet the needs of disabled people.

Adopted 2<sup>nd</sup> September 2013

Reviewed: 8<sup>th</sup> February 2021