

## **ELLISTOWN AND BATTEFLAT PARISH COUNCIL DISABILITY DISCRIMINATION POLICY**

*The Parish Council has considered the implications of the Equality Act 2010 in respect of all the activities and duties it undertakes within the remit of a Parish Council.*

### ***The Policy:***

The policy of the Parish 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 Parish Council recognises that there may be constraints to the service that it can offer. The Parish Council undertakes to listen to and consider any solutions that might resolve these issues and that respect the dignity of the person with a disability.

The Parish Council is aiming towards meeting all the requirements as recognised within the Act at the earliest opportunity taking into account where reasonably practicable and restraints of a limited budget.

### ***Inclusive Approach:***

The Parish Council will take an inclusive approach to providing access to its 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.

In all aspects of its responsibilities it will be looking at ensuring all members of the community have been duly considered. It will not purposely discriminate against any member of the Community and will endeavour to make, where reasonably practicable, all, and all aspects of a Parish Council responsibility, open to all.

### ***Employees:***

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

*Note: From 1 October 2010, the Equality Act replaced most of the Disability Discrimination Act (DDA). However, the Disability Equality Duty in the DDA continues to apply. The Policy of the Parish Council will continue to change and evolve. It will consider any suggestion deemed reasonable to improve its services and provisions as a Parish Council. It will do its utmost not to discriminate against any disabled person.*

Adopted by the Parish Council, September 2011.