

# **Wortwell Parish Council**

## **Disability Discrimination Policy**

Adopted: February 2018  
Reviewed: June 2023  
Next Review Due: June 2025

### **Objective**

Wortwell Parish Council has considered the implications of the Disability Discrimination Act (1995) in respect of all the activities and duties it undertakes within the remit of a parish council and its policy 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.

### **Policy**

**1.1 Inclusive Approach:** Wortwell 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 seek to ensure that all members of the Community have been duly considered.

**1.2 Employees and Councillors:** Wortwell Parish Council is an equal opportunities employer and will work to make all reasonable adjustments to the workplace to enable any employee or member with a disability to enjoy a satisfying and fulfilling working life.

**1.3 Reasonable Endeavours:** The Council recognises that there may be constraints to the service that it can offer not least those imposed by limited budget. The 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.

### **General**

**2.1 Complaints:** Complaints made under this policy should be referred to the Clerk as identified under the Council's Complaints Policy.