

## **Disability Discrimination Policy – September 2007**

### **The Policy:**

The policy of the Council is based on the principle that – as far as possible – disabled people will be accorded the same equality of treatment, dignity and respect as 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 recognizes that there may be constraints to the service that we can offer from the 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 training for all members of staff on how they may meet the needs of disabled people.