

## **Babraham Parish Council Disability Policy**

### **1. INTRODUCTION**

Babraham Parish Council ('the Council') aims to operate as far as is practicable within the terms of the Disability Discrimination Act 1995 (DDA) and the Disability Discrimination Act 1995 (Amendment) Regulations 2003. DDA places a duty on all public bodies to promote disability equality. This duty is similar to the duty to promote race equality under the Race Relations (Amendments) Act.

This policy is a statement of the Council's aims regarding disability.

### **2. PROMOTION OF EQUALITY**

The Council will work to eliminate discrimination and harassment of disabled people and will seek to promote equality of opportunity between disabled people and other persons. The council will promote positive attitudes and will encourage the participation of disabled people in public life.

The Council will promote disability equality in relation to all policy and practice including planning, policy making, service delivery, regulation, inspection, enforcement and employment.

### **3. CONSULTATION**

The Council will aim to consult with disabled residents of Babraham or disabled visitors to Babraham in order to ensure that disabled people are treated in the same way as everyone else and have the same rights as everyone else. In order to achieve this the Council will appoint a representative who will be a point of contact for disabled people.

### **4. ACCESS**

The Council will ensure that its meetings are accessible to disabled people.

### **5. ACCESS TO INFORMATION**

The Council will endeavour to provide, within the constraints of its finances, suitable access to information for the hearing and sight impaired.

### **6. EMPLOYMENT PROVISION**

The provisions of the DDA apply only to organisations with more than fifteen employees; the Council is therefore not legally bound to adopt them. However, the Council undertakes not to treat a disabled employee less favourably (without justification) than other employees or job applicants.