



## **Disabled Access Policy**

### **The Policy**

The Disability Access Policy aims to remove administrative, procedural, and physical barriers that prevent equal access to services for people with disabilities. It is designed to reflect the Council's commitment to independent access for all employees and members of the community. The policy aims to integrate an awareness of disability issues into policies, practices, and procedures in all areas of service provision. It also gives some guidance as to how this might be achieved and links to other policies and strategies where appropriate. It aims to improve access, prevent discriminatory practices, and reduce the risk of legal action under the Disability Discrimination Act (1995, 2005), Human Rights Act (1998) and Special Educational Needs and Disability Act (2001). This policy supports a social model view of disability where disability is defined as the loss or limitation of opportunity to take part in society on an equal level due to barriers in society and/or the environment.

### **General Principles**

It is the Council's policy to:

- Actively promote disability awareness and equality ensuring that it continues to be an integral part of our strategy, service delivery and future developments.
- Continue to audit current provision to ensure that the best opportunities are taken to improve physical access to premises, the built, transport and rural environments, and prioritise future works and refurbishments.
- Be aware that any change in services might influence service delivery for disabled people.
- Use all available guidance, examples of good practice and of best value to ensure a corporate response to disability access issues.
- Involve our staff and customers in the process of developing and delivering the policy and procedures.
- Develop ongoing training opportunities, monitor, and share examples of good practice.

### **Reviewing the Disability Access Policy**

- This Policy will be reviewed periodically in consultation with staff and visitors.