HELLESDON PARISH COUNCIL

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Accessibility and Disability Policy

1. Introduction

Hellesdon Parish Council is committed to improving access to all Council owned buildings and in relation to all information which it manages. This policy statement sets out the principles that will guide our work with regards to disability access, and outlines principal areas of responsibility.

2. Definitions

Disability is defined as a loss or reduction of functional ability that results from a physical, cognitive or other impairment, and includes physical, intellectual, sensory and psychiatric disabilities.

Access means physical access to buildings, intellectual access to ideas and information, and access to services by a wide variety of means. We understand that not all disabilities are invisible.

3. Policy

Hellesdon Parish Council seeks to ensure that its services and activities are accessible to everyone wherever practicable and reasonable. It aims to provide easy, dignified and supportive access to its own properties whenever this can reasonably be done.

4. Policy Objectives

In pursuance of this policy, Hellesdon Parish Council will improve and enhance, as far as is reasonable, all forms of access to its properties and services and will conform to the requirements of the Equality Act 2010.

5. Access

Hellesdon Parish Council will explore all reasonable methods of providing and improving access to its properties and services for people with disabilities. Where physical access remains difficult or impossible it will introduce alternative forms in order to extend access as far as is practicable. Interpretive resources will also be used to meet the needs of visitors with cognitive and sensory impairments. Due to the level of demand in this area, Hellesdon Parish Council will not retain these services in house, or through a contractor, but will source them when required.

6. Employment
All staff are employed on the basis they meet the agreed acceptable criteria for the post. Hellesdon Parish Council believes that disablement is no bar to recruitment or advancement and wherever possible reasonable adjustments will be made both as part of the recruitment process and whilst in employment.

7. Training
Hellesdon Parish Council is committed to providing training for all staff, councillors and volunteers who may from time to time provide services for people with disabilities.

8. Communications
Wherever practicable Hellesdon Parish Council will endeavour to ensure that its printed communications are presented are clear and able to be read. Digital communications will be in such a format that they are able to be read by screen readers.

9. Ensuring Objectives are Met
Where it is deemed necessary, a full disability audit of the council's services will be instructed by an external agency to ensure the council is meeting it's obligations to those with disabilities.