



Disability Discrimination Policy

1. Policy Statement

Milton Malsor Parish Council is committed to ensuring that no individual is treated unfairly or disadvantaged because of a disability.

The Council recognises its duties under the **Equality Act 2010** and is committed to promoting equality, inclusion, and accessibility in all of its activities, employment practices, and service delivery.

The Council will ensure that disabled people are treated with dignity and respect and that reasonable steps are taken to remove barriers that may prevent their full participation in Council activities and services.

2. Scope of the Policy

This policy applies to:

- Parish councillors
- Employees of the Parish Council
- Volunteers

3. Definition of Disability

Under the **Equality Act 2010**, a person is considered to have a disability if they have: “a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.”

This includes visible and non-visible disabilities, long-term medical conditions, learning disabilities, and mental health conditions.

4. Principles

Milton Malsor Parish Council will:

- Treat disabled people fairly and without discrimination
- Make **reasonable adjustments** to remove barriers to participation
- Challenge discriminatory behaviour when it occurs
- Promote awareness of disability issues within the Council

5. Reasonable Adjustments

The Council will make reasonable adjustments where necessary to ensure disabled people are not disadvantaged.

Examples may include:

- Providing accessible meeting venues
- Making documents available in alternative formats where possible
- Allowing assistance dogs at meetings or events
- Ensuring adequate access to Parish Council buildings and facilities

6. Employment/Volunteers

The Parish Council will ensure that:

- Recruitment and selection processes for council are fair and accessible
- Reasonable adjustments are considered for employees with disabilities
- Employees are not treated less favourably due to disability

The Council will also support staff/volunteers who become disabled during employment and will consider reasonable adjustments to enable them to remain in their role where possible.

7. Council Meetings and Public Engagement

The Parish Council will endeavour to ensure that:

- Public meetings are held in accessible locations where possible
- Residents with disabilities can participate in consultations and meetings
- Information is communicated clearly and accessibly if requested

Where advance notice is provided, the Council will seek to accommodate specific accessibility needs.

8. Harassment and Victimisation

Milton Malsor Parish Council will not tolerate harassment or victimisation related to disability. Any such behaviour will be taken seriously and addressed appropriately.

9. Complaints

Anyone who believes they have been discriminated against on the grounds of disability in relation to the Parish Council may raise the matter:

- Informally with the Parish Clerk; or
- Through the Council's formal complaints procedure

All complaints will be treated seriously, investigated fairly, and handled confidentially where possible

10. Responsibility

The Parish Council as a whole is responsible for ensuring this policy is implemented.

The **Parish Clerk** will:

- Promote awareness of the policy
- Ensure reasonable adjustments are considered where required

- Record and manage any complaints relating to disability discrimination

Reviewed by Milton Malsor Parish Council: March 2026

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Next Review Date: March 2028