



# **Policy Statement on Disability**

**ADOPTED 6<sup>th</sup> June 2016**  
**Reviewed 31<sup>st</sup> July 2025 by the Personnel and**  
**Governance Committee on 31/7/25.**  
**For Annual Review**

## **1.1 Introduction**

Somersham Parish Council is committed to a policy of equal opportunities for disabled customers and staff and aims to create an environment that enables them to participate fully in the use or provision of services offered. For the purposes of this policy, disability is understood in the broadest sense and, in addition to mobility and sensory impairments, includes mental health problems, specific learning difficulties and medical conditions which may have an impact on day-to-day activities. (Equality Act 2010)

## **1.2 Aims**

The Aims of this policy are to ensure that:

- disabled customers and staff have access to the appropriate support and adaptations to enable them to use, or be involved in the provision of, the range of services offered;
- the views of individual customers or members of staff are taken into account at all times when their requirements are being assessed;
- members of staff working with disabled people, either as customers or as colleagues, have appropriate information, training and support;
- disabled members of the public can fully participate in public events held at parish facilities;
- so far as is reasonably practicable, and within the constraints of existing buildings, parish premises are accessible and safe for disabled people.
- Unfortunately access to the upstairs rooms and offices at the Norwood Building for those with mobility impairments is not possible; costs and practicalities to install a lift were sourced in 2015 and the staircase and landing were found to be too narrow and no longer comply with current building legislation. This is currently under review again, and will be reassessed for implementation.
- Staff members will come down stairs to meet visitors when required.

### **1.3 Implementation**

The parish council expects all its staff to be aware of this policy statement and to treat disabled people, whether members of the public or other members of staff fairly, with respect, and in accordance with this policy.

## **2. Access**

The parish council will aim to ensure that all buildings intended for use by members of the public are accessible, and that other facilities to assist disabled people are available where required. Additionally, the Parish Council will work with disabled people in assessing ease of access to the intellectual content of the services offered, e.g. parish council websites, computer workstations etc. A commitment regarding access to Parish Council premises will be posted prominently in all Council buildings. The text of this commitment is as follows:

### ***Access to Services***

*Staff and customers of Somersham Parish Council will be treated fairly and be given equal access to services irrespective of age, ethnicity, gender, disability, religion & belief, sexual orientation or social class. If you have a disability and we cannot meet your needs, we will endeavour to refer you to an alternative service.*

## **3. Assessment**

Somersham Parish Council will carry out a periodic assessment of its premises to evaluate the effectiveness of the steps taken to achieve access to its buildings and services. These assessments will include consultation with disabled people and will result in a timed action plan where required.

## **4. Employment**

Somersham Parish Council ensure correct legal procedures are followed when employing people with a disability.

## **5. Training**

All staff working for the parish council, whether in a front-line, administrative or managerial capacity, will receive disability awareness training within 6 months of taking up their appointment.

*Ends.*