

NORTON PARISH COUNCIL

DISABILITY DISCRIMINATION POLICY

Norton Parish Council fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability. It is in the interest of Norton Parish Council and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise.

Purpose

- To ensure that Norton Parish Council complies with the Disability Discrimination Act 1995 and to ensure that disabled people falling within the definition of the Act are treated equally and fairly.
- To ensure we recruit and retain the best people for Norton Parish Council.

Scope

The Disability Discrimination Policy covers all staff and job applicants. This also covers employees who become disabled during their employment. Where relevant it also covers staff employed by outside agencies working on Norton Parish Council premises.

Policy Guidelines

Norton Parish Council will endeavour to give training and guidance to all relevant staff to ensure that the risk of possible discriminatory attitudes affecting decisions are minimised and that there is an understanding of the relevant provisions of the Disability Discrimination Act 1995.

Norton Parish Council operates a Grievance Procedure to enable grievances, including those relating to unfair discrimination on grounds of disability, to be formally heard. All reasonable and necessary changes will be investigated and any justified changes will be made to the workplace and to employment arrangements so that disabled people are not at any substantial disadvantage compared to non-disabled people. This covers all areas of employment, including recruitment, promotion and training. In recruitment and selection, Norton Parish Council will modify selection techniques, where appropriate, and make any other reasonable changes to ensure that disabled people can be considered equally with non-disabled candidates.

Norton Parish Council will ensure that disabled people will receive equal treatment in training and development, and, where appropriate, will supply additional training.

The policy will be monitored and reviewed annually.