

**19. DISABILITY**

- 19.1. The Policy of Mepal Parish Council is based on the principle that – as far as possible- all disabled people will be accorded with the same quality of treatment, dignity and respect as all other people. This means that all members of the public will receive as near equal service as possible, and the occasions when some may feel that they are being treated differently reduced to a minimum.
- 19.2. Mepal Parish Council recognises that there may be constraints to the service that we can offer from premises we occupy. We undertake to listen and consider and solutions that might resolve these issues and that respect the dignity of the person with a disability.
- 19.3. Mepal Parish Council will take an inclusive approach to providing access to our services and facilities for as wide a range of people with disabilities as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities.
- 19.4. Mepal Parish Council is an equal opportunities employer and will work to make all reasonable adjustments to the workplace to enable any member of staff with a disability to enjoy a satisfying and fulfilling work life.
- 19.5. Mepal Parish Council will provide awareness building for all members of staff on how they may meet the needs of disabled people.

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