



Disability Discrimination Policy

The Council has opted to adopt the Disability Discrimination Policy as provided by SLCC July 2007.

Definitions – Physical Features

These are defined in the 1995 Disability Discrimination Act as ‘Anything on the premises arising from the building’s design or construction or the approach to, exit from or access to such a building; fixtures, fittings, furnishings, equipment or materials and any other physical element or quality of land in the premises...whether temporary or permanent’.

October 2004 Alterations

The measures to be taken, where reasonable, will include:

- Remove the feature
- Alter it so it no longer has that effect; or
- Provide a reasonable means of avoiding the feature
- Provide a reasonable alternative method of making the service or facility available (This latter item has been in force since 1999)

Reasonable Changes

Several factors will bear on whether a change is reasonable for the service provider to make. These include:

- Whether taking any particular measure would be effective in overcoming the difficulty that disabled people face in accessing the services in question
- The extent to which it is practical for the service provider to take measures
- The financial and other costs of making the adjustment the extent of any disruption which taking the measures would cause
- The extent of the service provider’s financial and other resources
- The amount of any resources already spent on making adjustments
- The availability of financial or other assistance

Web sites

In 2005 it will be necessary for any public body operating a website to ensure that it is accessible by blind or partially-sighted people.