

# The Church of St. Patrick Drumbeg

## Disability Equality Policy

### Contents:

1. [Introduction](#)
  2. [Scope of this Policy](#)
  3. [Aims of this Policy](#)
  4. [Legal Considerations](#)
  5. [Definition of Disability](#)
  6. [The General Duty](#)
  7. [How we will meet this General Duty](#)
  8. [Implementation, Monitoring and Review of this Policy](#)
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### 1. **INTRODUCTION**

It is our policy to ensure equal treatment to all our employees, workers and visitors, with any form of disability. No one will be treated less favourably because of disability.

### 2. **SCOPE OF THIS POLICY**

This policy covers all employees, workers and visitors. It also covers all employees and workers who become disabled during their employment.

### 3. **THE AIMS OF THIS POLICY**

This policy aims to ensure that everyone is treated equally within the environment of the Church of St. Patrick Drumbeg.

### 4. **LEGAL CONSIDERATIONS**

Disability Discrimination Act (DDA) 1995  
Special Educational Needs and Disability Order NI 2005

## 5. **DEFINITION OF DISABILITY**

A disabled person is someone who has a **physical or mental impairment** that has a substantial or **long term** adverse effect on his or her ability to carry out **normal day to day practices**.

- A physical or mental impairment, this includes sensory impairments, impairment relating to mental functioning including learning disabilities and long term health conditions.
- Long Term means an impairment that has lasted at least 12 months or is expected to last at least 12 months.
- Normal day to day activities cover the following categories: mobility, manual dexterity, physical co-ordination, continence ability to lift, carry or move objects, speech, hearing or eye sight, memory or ability to concentrate, learn or understand perception or the risk of physical danger.

## 6. **THE GENERAL DUTY**

We will seek to:

- Promote equality of opportunity between disabled persons and other persons.
- Eliminate discrimination that is unlawful under the Acts.
- Eliminate harassment of disabled persons that is related to their disabilities.
- Promote positive attitudes towards disabled persons.

## 7. **HOW WILL WE MEET THIS GENERAL DUTY?**

Where it is practical to do so and finances are available:

- We will ensure that there is good disabled access to all key areas.
- Ensure that all disabled people are included in the life of this Parish.
- When necessary we will seek advice from varied disability groups to expand our understanding as well as the specific requirements of the individual.
- We will listen to any feedback from those with a disability need.

**8. IMPLEMENTATION, MONITORING AND REVIEW OF THIS POLICY**

This policy will take effect from **13th June 2017**.

The **Rector** and **Health and Safety Officer** has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation (**at least annually**) and additionally whenever there are relevant changes in legislation or to our working practices.

Employees will be consulted about any proposed changes, and adequate notice given of these.

Any queries or comments about this policy should be addressed to the **Rector** or **Health and Safety Officer**.

**POLICY REVIEW DATES**

<b>9<sup>th</sup> February 2018</b>			