

Billinge Chapel End Parish Council - Accessibility Charter

The Parish Council recognises its obligations under the Equality Act 2010, which legally protects people from discrimination, harassment and victimisation in the workplace and in wider society on the grounds of the following protected characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race including ethnic origin, religion or belief, sexual orientation, and marriage and civil partnership. We also recognise that poverty, while not one of the protected characteristics, means that equality of access to basic human rights is not a given for some.

The Public Sector Equality Duty requires the Council when carrying out its functions and policies to have due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity, and
- foster good relations between different people.

This Accessibility Charter is a set of principles that shows our commitment to establish an environment based on equality of access, fair entitlement, concern for the wellbeing of others, and respect for individual dignity. Councillors, employees and people who use our services should expect as a minimum standard:

- That the needs of the most vulnerable will come first
- Access to clear and easy to follow information about council job opportunities, council services and service entitlements
- The right to access the services to which they are entitled
- 'Reasonable adjustments' to remove or lessen barriers for disabled people (i) in access to employment with the council, and (ii) in access to service information, and the services to which they are entitled
- Individuals must behave with respect towards the protected characteristics of others
- The right to be treated with respect in relation to protected characteristics
- The right to experience an environment where dignity is valued
- The right to experience an environment that is not harmful, hostile, threatening, degrading, offensive or abusive
- Action will be taken against those who do not respect the dignity of others
- Action will be taken against those who exhibit harmful, hostile, threatening, degrading, offensive or abusive behaviour
- To know that decisions will be based on merit and not influenced by prejudice or bias towards protected characteristics
- The right to challenge decisions or make a complaint
- Information is easily accessible on how to challenge a decision or make a complaint.

Dignity is wellbeing based on that which a person feels worthy of value and respect in themselves. Respect is concern for the feelings and dignity of others.

Note that this Charter will be reviewed annually with the next review due in May 2018.