

**DISABILITY &
DISCRIMINATION
POLICY &
PROCEDURES**

WALKWAY COMMUNITY ASSOCIATION

Disability Equality

Walkway Community Association is committed to meeting the requirements placed upon all public bodies to promote disability equality. This means that we will try, in all we do, to:

- Promote equality of opportunity between disabled people and other people.
- Eliminate unlawful discrimination against disabled people.
- Eliminate disability-related harassment
- Promote positive attitudes towards disabled people.
- Encourage participation by disabled people in public life.
- Take steps to meet the needs of disabled people, even if this requires more favourable treatment.

This commitment includes all of our work, not just as a provider of public services and as an employer, but also in budget setting, procurement, our regulatory functions and the whole framework within which we operate.

We recognise the negative impact on disabled people of a society designed for non-disabled people. We also recognise that active steps are needed to promote equality for disabled people in the way we go about our activities.

Under the social model of disability, the barriers facing disabled people can be:

- Environmental: for example, information or buildings not being segregated accessible.
- Systematic: for example, disabled people being segregated away from services or facilities.
- Attitudinal: for example, negative stereotypes about what disabled people can or cannot do.

We are committed through this scheme to identifying and removing these barriers to full participation and equality for disabled people in relation to the work of Walkway Community Association.

We aim to:

- Make sure that disabled people, their representatives and others acting on their behalf are involved in suggesting and helping us to implement improvements in what we do.
- Identify and remove unlawful discrimination from any are of our employment or service delivery activity.
- Identify and remove physical, attitudinal or other barriers that prevent disabled people from working with or for us, or from accessing our services and information.
- Become a beacon of good practice in respect of equality for disabled people.