

# Youth4em Community Action Group

## **Disability Policy**

### **Our Commitment to Disabled People**

Youth4em is committed to equality of opportunity for disabled people and to ending discrimination. The passing of the Disability Discrimination Act 1995 has given a new focus to our work and has led to the development of this policy statement.

The policy sets out our commitment to disabled people. Work to turn the policy into practice is already well under way across the Council.

### **Our Objective**

We want disabled youngsters associated with Youth4em Community Action Group to be able to realise their full potential.

### **Guiding Principles**

We believe that disability is a social issue and that an impairment becomes a disability because of the social and physical barriers that the individual faces. Our efforts will be focussed on removing these barriers. We are guided by the following principles:

- Anti-discrimination - such that disabled people are not subject to discriminatory practices
- Equality of opportunity - for disabled people in every aspect of their dealings with the Youth4em

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- Independence not dependence - enhancing the independence of disabled people and increasing the choices available to them.
- Individual needs - recognising that the disabled person is an individual who, like all others, has his or her own needs, abilities, rights and responsibilities.
- Accountability - such that the responsibility for securing equal treatment and removing barriers rests both with Youth 4 Em as a whole and with individual decision-makers within it.
- Integration - such that services for disabled people are provided as part of an integrated whole, not separately.
- Involvement in decision-making - so that disabled people, or their advocates, are consulted before decisions which affect them are made.