



## Disability Access Policy

---

### 1. Sen Talk CIC'S disability access policy

Sen Talk CIC is firmly committed to enabling all our service users, staff and volunteers to participate in our work and premises equally, with dignity and respect. This policy reinforces Sen Talk's commitment to ensuring equality of opportunity for all.

This policy works in conjunction with Sen Talks' suite of organisational policies including Equality Opportunities & Diversity policy, Volunteer policy and staff-related policies found in our Staff Handbook.

The policy is endorsed by the Sen Talks' Trustees and will be reviewed annually to make sure it remains relevant and appropriate to the needs of Sen Talk: its staff, volunteers, members/users and visitors.

This Disability Access Policy is freely accessible to all. This means that Sen Talk will share copies of this policy with staff and volunteers as part of their induction and training. All Sen Talks' policies will appear on its website. Hard copies of this policy will be available upon request.

### 2. Definition

For the purposes of this policy, "disability" is to be understood in the broadest sense of the word and covers all disabilities coming within the scope of the Disability Discrimination Act 1995. The Act defines disability as *"a physical or mental impairment, which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities"*. Though we would extend this definition to include people with temporary, short term (e.g. broken bones) or less than 'substantial' disability.

### 3. Relevant Legislation

The disability equality legislation outlines a number of required duties. The Equality Act 2010 incorporated all nine separate pieces of equality legislation including the Disability Discrimination Act 1995. The Equality Act 2010 places a general duty on all organisations to promote disability equality. Under these duties Sen Talk is required to:

- eliminate unlawful discrimination
- eliminate harassment of disabled people
- promote equality of opportunities between disabled people and other people
- involve disabled people in the formulation of actions
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment

*Disability access policy amended and agreed 24<sup>th</sup> March 2020*

- identify and analyse potential discriminatory policies, practices and procedures in all aspects of Sen Talks' activities.

#### **4. Disability Access Policy Aims**

This policy aims to:

- Ensure that all reasonable steps are taken for Sen Talks' members/users, staff and volunteers to be able to access our services and premises.
- Remove administrative, procedural and physical barriers that prevent equal access to services for people with disabilities.
- Integrate an awareness of disability issues into policies, practices and procedures in all areas of Sen Talks' work.
- Improve access, prevent discriminatory practices and fulfil our duties under the Equality Act 2010.

#### **5. General Principles**

It is Sen Talks' policy to:

- Actively promote disability awareness and equality ensuring that it continues to be an integral part of our strategy, service delivery and future developments.
- Continue to audit current provision used to ensure that the best opportunities are taken to improve physical access to premises
- Be aware that any change in services might have an effect on service delivery for disabled people.
- Ensure that current information is accessible and available in appropriate formats.
- Use all available guidance, examples of good practice and of best value to ensure an organisational response to disability access issues.
- Develop ongoing training opportunities, monitor and share examples of good practice.
- To differentiate other/ service/ equipment when necessary

#### **6. Evaluating the Disability Access Policy**

The progress of this Policy will be measured on:

Adjustments to the way in which services are delivered.

Greater satisfaction of disabled staff, members/users and visitors with the provision made for disabled people.