



Disability Discrimination Policy

All Saints' Church, Walsoken

Please refer to Church document H&S_Doc_001 for all General Health & Safety requirements

Specific Policy

This Health & Safety (H&S) sub-policy controls disability discrimination at church.

In this topic we encourage people to ask how they can reflect common sense for everyone and make All Saints' Church, Walsoken inclusive of disabled people, rather than what it only needs to do in law. The Disability Discrimination Act 2005 (DDA) only requires 'reasonable' adjustments, and most standards and regulations acknowledge that historic buildings should be treated with flexibility, with damaging physical interventions avoided.

With the issues of planning permission, listed building consent, faculties etc, establishing a legal boundary to what is reasonable for historic church buildings will always be problematical. The DDA is legislation that was implemented with the aim of ending discrimination towards disabled people in terms of services, employment, education etc. and its intent is recognised as applicable to All Saints' Church, Walsoken as a service provider.

Reference Documents

The Health and Safety at Work Act 1974

Disability Discrimination Act 2005

Procedure

We will strive not to treat disabled people 'less favourably' for a reason related to their disability whatever the disability. It is our intent that it will work to find an amicable solution together while maintaining the unique historic character of the Church building.

All Saints' Church has already made 'reasonable adjustments' for disabled people, such as:

- 1) A hearing induction loop is available.
- 2) Ramps are included where practicable.
- 3) Wheelchair accessible toilet is available.
- 4) Large print bibles are available.
- 5) The path from the road to Church for easy access for all.
- 6) Space is available for those using wheelchairs & there is no expectation that they need to stand in services.
- 7) Communion is given other than at the rail for those with difficulties.

The church also makes the commitment to consider the Disability Discrimination Act in its future fabric works and activities in the church and in so doing recognises its general duty to promote disability equality in its activities and buildings in accordance with the updated Disability Discrimination Act 2005

Forms

None

Diagrams

None

Appendices

None

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