****

**DRCA**

**DODDINGTON AND ROLLO COMMUNITY ASSOCIATION**

**Disability Access Policy**

This policy was agreed by DRCA Trustees on 26th April 2017. Last review September 2020.

All DRCA policies are reviewed every three years (or earlier if the law changes).

It will be reviewed in September 2023.

DODDINGTON & ROLLO COMMUNITY ASSOCIATION LTD

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Charity Number: 1093601

Company Number: 1710313

### About Doddington & Rollo Community Association

The Doddington & Rollo Community Centre is a charity that has been serving Battersea and the wider Wandsworth community since 1983. We aim to promote opportunities for education in training and employment and to provide in those areas facilities for recreation and community activities.

During this it has moved from being substantially grant aided to be financially self-sufficient for day to day running costs thus ensuring that the DRCA can plan ahead without the uncertainty of funding cuts threatening its future.

Visit: <www.drca.co.uk>

### Doddington & Rollo Community Association’s disability access policy

Doddington & Rollo Community Association (DRCA) 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 DRCA’ commitment to ensuring equality of opportunity for all.

This policy works in conjunction with DRCA’ 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 Doddington & Rollo Community Association’s Trustees and will be reviewed annually to make sure it remains relevant and appropriate to the needs of DRCA: its staff, volunteers, members/users and visitors.

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

1. **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. someone waiting for a cataract op) or less than 'substantial' disability.

1. **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 DRCA 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
* identify and analyse potential discriminatory policies, practices and procedures in all aspects of DRCA’ activities.

1. **Disability Access Policy Aims**

This policy aims to:

* Ensure that all reasonable steps are taken for DRCA’ 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 DRCA’ work.
* Improve access, prevent discriminatory practices and fulfil our duties under the Equality Act 2010.

## General Principles

It is DRCA’ 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 to ensure that the best opportunities are taken to improve physical access to premises, and prioritise future works and refurbishments.
* 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.

## 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.
* Improvements to the physical accessibility of DRCA buildings.