

St Osyth Priory and Parish Trust

Accessibility Policy

Our Commitment

We will provide an inclusive environment where physical, digital, and communication barriers are identified and removed.

We will ensure compliance with relevant accessibility standards and legislation.

We will make reasonable adjustments for employees, volunteers, and visitors to meet their individual needs.

We will promote awareness and understanding of accessibility across the Trust.

Principles

Fairness and Respect: Everyone should be treated with dignity and respect, regardless of ability.

Proactive Approach: We will regularly review our facilities, services, and processes to ensure they are accessible.

Collaboration: We will work with individuals to identify and implement appropriate accommodations.

Accountability: Managers and staff share responsibility for creating an accessible environment.

Scope

This policy applies to:

- All employees, volunteers, and contractors.
- All services and activities delivered by the Trust.
- All digital platforms and physical premises under the Trust's control.

Examples of Accessibility Measures

Step-free access and accessible toilets in all public areas.

Clear signage and alternative formats for communication (e.g., large print, Braille, audio).

Assistive technology for staff and visitors where required.

Flexible working arrangements for employees with disabilities.

When Things Go Wrong

Anyone who experiences barriers to accessibility or feels their needs are not being met should raise their concerns with the Trust.

Complaints will be investigated promptly and fairly.

Failure to comply with this policy may result in disciplinary action.