



Cole Street Methodist Church recognises its obligations towards everyone who uses the Church and its premises and recognises that people with disabilities and accessibility criteria are afforded equal opportunities to access and use the Church and its premises. In addition to complying with the Disabled Discrimination Act within the Equality Act 2010, Cole Street Methodist Church will adhere to the following points to provide a comfortable environment for everyone using and accessing the Church.

1. We recognise that disability has a broad meaning. It is defined as a physical, emotional or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities. 'Substantial' means more than minor or trivial. Under the terms of the DDA within the Equality Act 2010, it is unlawful to discriminate against disabled people. An organisation discriminates if:
  - It treats a disabled person less favourably than another for a reason related to their disability and without justification
  - It fails, without justification, to take responsible steps to avoid placing disabled persons and others at a substantial disadvantage. This duty is known as the 'reasonable adjustments' duty.
2. With the creation of this policy, Cole Street Church aims to act specifically to:
  - Eliminate discrimination and harassment related to disability
  - Promote equal opportunities, positive attitudes and encourage participation by all.
3. We are committed to the right of everyone being able to access the Church and that all persons equally have no difficulty in participating in the various events, services and activities as outlined through our Access Audit which will be reviewed annually.
4. To ensure fulfilment of this policy, as so far as is reasonably practicable, Cole Street Methodist Church will provide the needs of disabled persons at the Church through:
  - Making reasonable adaptations and adjustments to methods of access/exit and to buildings where possible.
  - Think ahead to eliminate barriers, remove or minimise.
  - Provision of suitable facilities/aids where appropriate, eg. car parking, accessible toilet etc.
  - Provision of a comfortable environment.
  - Ensuring all text-based computer aided projection complies with current regulation.
  - Promoting equality of opportunity for all disabled people.
  - Ensure the Church Council and its members are fully aware of their duties and roles and how these should be implemented in their specific areas of responsibility.
  - Recognising the needs of all groups and ensuring they have access to all aspects of Church life.
5. An annual review of this policy will be undertaken to ensure continuing commitment to plan improvement on current practice and procedures and to ensure that Cole Street Methodist Church continues to be positive towards disabled persons.

Members of the Cole Street Methodist Church Property Committee in association with Cole Street Methodist Church Council are committed to this Policy and to the implementation and maintenance of health, safety and welfare throughout Cole Street Methodist Church. We ask you to adhere to this commitment, to ensure a safe environment for all at Cole Street.