

Disability Policy

Our aims

Pip n Jay is committed to sharing God's love for all people, whom we believe are made by God in His image. The church aims to provide an environment in which the value and dignity of all members and visitors are respected.

Our commitment

1. Provisions and practice

We are committed to making provisions and developing practices which are inclusive of disabled people. If our arrangements in some way make it impossible or unreasonably difficult for disabled people to participate fully in our worship or work, we will, if possible,

change our practice, policy or procedures accordingly
provide an auxiliary aid or service if it would enable (or make it easier for) disabled people to participate more fully.

Job qualifications or requirements which would have the effect of inhibiting applications from those with a disability will not be demanded or imposed except where they are justifiable in terms of the job to be done. This will be made clear as far as possible in the particulars for the job.

2. Access and use

We are committed to continuing review of the accessibility of our worship, activities and premises. In accordance,

- we will take all reasonable steps to ensure that the physical features of our church buildings are conducive to facilitating disabled access and use and will remove or alter difficult features where possible;
- where physical features which impede access or use cannot be removed or altered, we will as far as possible provide reasonable means of avoiding them;
- where the physical features of the building or the constraints of a particular activity make disabled access or use particularly difficult, we will explore reasonable alternative methods of making participation in our activities possible;
- we will take account as far as possible of the individual needs of participants in specific activities;
- we will make the need for disabled access and use a high priority in any new building project or major event;
- in on-going building maintenance works, we take all possible opportunities to improve facilities for disabled use and access.

Our procedures

1. All staff members are charged with ensuring that this policy is implemented in the areas for which they are responsible, and for bringing to the attention of the Operations Manager any work which needs to be done to improve access and use.
2. The Parochial Church Council will receive annually (or at the point of need) a report from the Operations Manager on work which needs to be done in implementation of this policy.
3. The policy outlined above will be reviewed by the Parochial Church Council on a two-yearly basis. The next review is due in July 2017.

Any queries or difficulties should be referred to Tim Browne, Operations Manager.