

 **Accessibility Policy**

SENDIASS seeks to ensure that its programmes and activities are accessible to everyone, wherever practicable and reasonable. It aims to provide easy access to its offices, including wheelchair accessibility.

The Equality Act 2010 requires us to think differently about the services we provide and the ways in which they are provided. This covers the provision of advice and information on all activities and initiatives and the development of alternative means of communication, where they will provide an aid to access.

1. **Definitions**
* Disability is defined as a loss or reduction of functional ability that results from a physical, cognitive or other impairment, and includes physical, intellectual, sensory and psychiatric disabilities.
* Access, means physical access to buildings and monuments, intellectual access to ideas and information, and access to services, by a wide variety of means. In practice, the measures taken to improve access for people with SEN and disabilities, will improve access for everyone, and help many people who do not consider themselves ‘disabled’ or whose disabilities are invisible.
1. **Access**

SENDIASS will ensure physical access to its offices, meeting and conference rooms for all, including wheelchair users. If these facilities are not on the ground floor, a lift will be available.

The SENDIASS Office is located in a building with full accessibility and disabled toilet facilities. Disabled parking spaces are available outside the centre however, meeting locations can be arranged to suit the Service User, if this arrangement is not suitable.

1. **Employment**

All staff are employed on the basis that they meet the agreed criteria for the post. SENDIASS is of the view that disability is no bar to recruitment or advancement and wherever possible reasonable adjustments will be made both as part of the recruitment process and whilst in employment.

1. **Training**

SENDIASS is committed to providing training for all staff who provide services for people with disabilities or a special educational need. Such training will include empathy and disability awareness.

1. **Communications**

Wherever possible SENDIASS will ensure that it’s printed and digital communications can be presented in a variety of formats that meet best practice in readability.

1. **Consultation**

SENDIASS is committed to the process of consultation with respect to its activities, plans and Service improvement and will seek to ensure that it works closely with parents/carers, children and young people and professional groups.