



Accessibility plan

1st Fressingfield Scout Group

Headquarters and Activity Centre

Priory Road

Fressingfield

IP21 5PH

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Approved by:	Executive Committee	Date: 04/11/2021
Last reviewed on:	22/06/2021	
Next review due by:	22/06/2024	

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1. Aims

Service providers are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

This policy sets out our approach to accessibility for the 1st Fressingfield Scout Group.
Section 3 sets out the accessibility action plan for the Headquarters and Activity Centre at Priory Road, Fressingfield

- Increase the extent to which young people and adult volunteers with disabilities can participate in scouting
- Improve the physical environment of the Headquarters to enable young people and adult volunteers with disabilities to take better advantage of scouting, benefits, facilities and services provided
- Improve the availability of accessible information to young people and adult volunteers with disabilities

Our Scout Group aims to treat all its young people and adult volunteers fairly and with respect. This involves providing access and opportunities for all young people and adult volunteers without discrimination of any kind.

The plan will be made available online on the Scout Group website and paper copies are available upon request.

Our Scout Group is also committed to ensuring adult volunteers are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The Scout Group supports any available partnerships to develop and implement the plan.

If you have any concerns relating to accessibility, this procedure sets out the process for raising these concerns with our Executive Committee.

We have included a range of stakeholders in the development of this accessibility plan, including young people, their parents and adult volunteers.

2. Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Policy Organisation and Rules of the Scout Association.

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.

The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Service Providers are required to make 'reasonable adjustments' for young people and adult volunteers with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a young person and

adult volunteer with a disability faces in comparison with those without a disability. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

3. Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010. We aim to deliver current good practice, and further actions to be taken, in a reasonable time and in ways determined by taking into account our young people and adult volunteers specific disabilities and any preference expressed by them and/or their parents/carers.

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
Increase access to scouting for young people and adult volunteers with a disability	<ul style="list-style-type: none"> 1st Fressingfield Scout Group offers a differentiated opportunities for all young people and adult volunteers We use resources tailored to the needs of young people and adult volunteers who require support to access scouting Scouting training resources include examples of people with disabilities Young people and adult volunteers with additional needs are appropriately recorded TSA annual census return The scouting programme is reviewed to ensure it meets the needs of all young people and adult volunteers 	<p>Every person, no matter of barrier has the right to participate in scouting as fully as possible</p> <p>Appropriate resources available to facilitate access to scouting</p> <p>Ensure the unconscious biases is challenged</p> <p>To effectively monitor, record and report</p> <p>Programs to reflect the ability of all, ensuring equity of opportunity.</p>	<p>Consider the barriers to access and mitigate where possible</p> <p>Source appropriate resources</p> <p>Training for leaders and diverse resources</p> <p>Sensitively collect info.</p> <p>Monitoring of programs to meet needs</p>	<p>Section Leaders GSL Executive</p> <p>Section Leaders GSL</p> <p>Section Leaders GSL Executive</p> <p>Section Leaders GSL District</p> <p>Section Leaders GSL Executive</p>		

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<p>Improve and maintain access to the physical environment</p>	<p>The environment of the Headquarters is adapted to the needs of young people and adult volunteers as required.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Ramps • Corridor width • Disabled parking bays • Disabled toilets and changing facilities • Resources at wheelchair-accessible height 	<p>To ensure that young people and adult volunteers with additional needs have as near full access to all facilities within the HQ</p> <p>Access into the building will be monitored at drop off and collection – to facilitate a smooth and safe transition for all. Due to the safeguarding arrangements in place there will be no waiting outside the building. Entrance will always be staffed when sections meeting.</p>	<p>HQ design to include:</p> <p>Contrasting colour décor;</p> <p>Ramps and walkways level and 1.5m wide;</p> <p>Enabled toilets and showers;</p> <p>2 enabled parking spaces;</p> <p>Exits opening outwards;</p> <p>Zero or minimal thresholds throughout;</p> <p>Audio and visual equipment to support access where required.</p>	<p>HQ Management Committee GSL Executive</p>		

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
<p>Improve the delivery of information to young people and adult volunteers with a disability</p>	<p>1st Fressingfield Scout Group use a range of communication methods to ensure information is accessible. This includes:</p> <ul style="list-style-type: none"> • Internal signage • Large print resources • Braille • Induction loops • Pictorial or symbolic representations • Range of media to communicate with young people and adult volunteers and their parents/carers 	<p>To ensure that young people and adult volunteers with additional needs have as near full access to all facilities within the HQ</p> <p>Paper, digital, web-based, social media communications used.</p>	<p>Signage</p> <p>Emergency lighting to be compliant.</p> <p>Resources will be labelled in English and pictorially.</p> <p>Provision of effective paper, digital, web-based, social media communications that can be modified on request.</p> <p>Audio and visual equipment to support access where required.</p>	<p>HQ Management Committee GSL Executive Section Leaders</p>		

4. Monitoring arrangements

This document will be reviewed at least every 3 years, but may be reviewed and updated more frequently if necessary. It will be reviewed by the 1st Fressingfield Scout Group Scout Leader.

It will be approved by the 1st Fressingfield Scout Group Executive Committee.

5. Links with other policies/practices and procedures

This accessibility plan is linked to the following documents:

- Group Risk assessments
- TSA Health and safety POR statement
- TSA Equality information and objectives under the public sector equality duty
- Group GDPR and fair processing notice
- Group Social fund statement