



St Mark's Church

Living Thinking Loving Faith

Accessibility Policy

Written by: Patricia Hunt, Churchwarden

Date: September 2020

Review Date: September 2021

This document has been prepared in accordance with the provision of the Equality Act 2010 and the regulations made under it.

Accessibility Policy during Covid19 crisis 2020

During the Covid19 crisis the church was closed between March 23rd and July 6th in accordance with government guidelines. During this time services were conducted on Zoom, making them more accessible to some but less accessible to others. When the church was re-opened the PCC and Standing Committee were responsible for the safe and accessible opening of the church. Risk assessments were conducted and these are available on the St Mark's Church website. Some services are now held on Zoom as well as in church in an integrated way, which we recognise has helped more people engage fully and is in the spirit of the Equality Act 2010.

A General Statement

The Parochial Church Council is committed to offering inclusive worship at St Mark's Church, and this includes ensuring that the church building, church services and facilities are as accessible as possible on Sundays and throughout the week. We aim to create an atmosphere and access that is welcoming for all, and we try to take away barriers, visible and invisible, which are keeping people away from our church.

This Accessibility Policy is consistent with, and a component part of, St Mark's stance as a member of Inclusive Church. As an Inclusive Church we aim to be a church "which does not discriminate on any level, – on grounds of economic power, gender, mental health, physical ability, race or sexuality." (inclusive-church.org.uk). We aim through this Accessibility Policy to ensure that we welcome and serve all people, expressing the length, breadth, depth of God's love.

The Accessibility Policy is a work in progress which we will aim to keep up to date and develop in the light of experience, and particularly in the light of any changes to our building or activities. The Policy and the way in which it is operated will be reviewed regularly, usually in September of each year, and the appropriate changes made.

Signed

A handwritten signature in black ink, appearing to read "Stammerley".

Vicar

A handwritten signature in blue ink, appearing to read "Patricia A. Hunt".

Churchwarden

Date: 24/09/2020

B Equality Act 2010

Under UK law the Equality Act (2010) protects anyone who has a disability from discrimination on the grounds of disability, and also protects anyone who has previously had a disability from discrimination based on their past condition. (*Equality Act 2010: Guidance May 2011*).

Under the [Equality Act 2010](#), a person is disabled if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to do normal daily activities.

In addition to physical and sensory impairment disability includes mental and cognitive health issues and learning disability, as well as hidden disabilities such as epilepsy, diabetes, arthritis, autism, and various conditions which may cause chronic pain.

Strong emphasis is given in the legislation to **involving** disabled people in consultations about changes or developments to buildings. As well as consulting with those in the congregation, we will invite the wider community to have their say.

Churches are required to do all things **reasonable** to remove barriers to people with disabilities, or to provide services in a different way which makes them accessible, taking into account different needs.

The legislation also requires us to be **anticipatory**. We need to think ahead about who might come to our church, whether for a service or as a visitor or tourist, and how the needs of our present congregation may develop in the future.

The principle which the Equality Act upholds in relation to access is that it should be **independent**, where this is appropriate to the individual's age. We like to be helpful and help a wheelchair user down the steps into church, but this should be avoided if at all possible; apart from being a safety risk to all involved, it can diminish the independence and dignity of the person.

The PCC will ensure that the Parish complies with its duty under the *Equalities Act 2010* and that its policies and related strategies and procedures are implemented. The Vicar and Churchwardens will be responsible for the implementation of the policy and ensuring all other PCC members are aware of their responsibilities, and given training and support where

necessary. We will record discussion and decisions about Accessibility matters in PCC minutes, to show that we are aware of our responsibilities and have taken reasonable steps to meet them.

C Policy

- **We will seek to create a worshipping community where all people are affirmed in their identity as part of the body of Christ, made in the image of God, and in which no individual's personhood is undermined.**
- **We will encourage a positive attitude to include all people as equals, and so enable their full and equal participation in sharing and leading worship.**
- **We will seek to ensure the accessibility of our building and services, responding appropriately to the needs of our congregation and other users of the building. These needs will be assessed on an annual basis (usually in September of each year).**
- **When recruiting for both paid and voluntary positions we will proactively have an inclusive application, interview and appointment process. We will seek to make reasonable adjustments for staff and volunteers with disabilities, to ensure that they are able to fulfil their roles.**
- **We will seek to create a safe environment where individuals feel able to express their needs and experiences.**

D Detailed Considerations:

1) Worship

The opportunity to participate fully in all aspects of worship is central to the experience of the worshipper. Among other considerations this includes the opportunity to share Communion. Therefore, wherever possible the altar rail should be fully accessible for Communion for all individuals.

To enable this we will:

- Provide assistance where necessary to help people to the altar rail.
- Provide chairs for those unable to stand to receive Communion.
- Take Communion into the congregation to those unable to get to the altar rail.
- Provide Home Communion for those who are unable to attend church.
- Provide large-print service sheets, and print-outs of any material being projected onto a screen.
- Work towards training celebrants and chalice assistants in how to respond to adults and children with different needs in the distribution of Communion.
- Enable those with disabilities to partake fully in worship if they wish by including them in rotas for reading / intercessions / personal prayer / worship group / administering communion / welcoming. Work towards having written role descriptions available.

2) How do people find St Mark's church?

We all learn and take in information in different ways – some people prefer maps, others prefer descriptive directions, some people need directions with pictures or photos of the place they are trying to find. On our church website and on our signage we will try to offer directions and location information in as many ways as possible. We aim to provide information about public transport, where this is realistic, and also instructions about where to park, as some people need this information beforehand. This is the remit of the Communications Team of St Marks.

3) How do people get here?

We will aim to proactively encourage ride sharing for journeys to church. We take Home Communion to those who cannot get to our services.

4) Approach to the church building

We aim to ensure our church building is fully accessible. There is step free access through the church car park, and a sign at the main entrance to let everyone know about the step free access. We aim to have no trip hazards of broken or uneven paving slabs or stones, or gravel on the paths to the church entrance. We aim to have all external steps, changes of level and edges of ramps clearly painted, taped or otherwise marked on both horizontal and vertical edges of steps.

5) Car parking

In our car park we provide two disabled parking spaces with step free access from those parking places to the church entrance.

6) Signs and notice boards

We aim to consider those driving past and those who have visual impairment when putting up our external notice boards. Our notices and signage are printed clearly with sharp colour contrast (black or a very dark colour on white or a very pale colour, or the reverse). We aim to make them as concise and clear as possible. We have included the area code for local phone numbers, both for those using mobile phones, and for deaf people and those with hearing impairment using texts rather than landlines.

7) Entrance

The main entrance to the church is the same one for everyone and has level access.

8) Lighting

We aim for good lighting with lighting levels being even and constant throughout the building. This is achieved in the main body of the church but not in all areas. For example, the entrance corridor is poorly lit.

We try to ensure that people who are reading / speaking / leading worship are not standing with their back to the light, as this makes it difficult to see the face and lips clearly, as they will be in shadow. At special services with low levels of lighting, for example our candle-lit carol service at Christmas, we aim to consider what effect this will have for people who are partially sighted and include this in our risk assessment for the service. We aim to ensure that instructions about the service are given beforehand in good lighting.

9) Hearing loops

We have a hearing loop system at St Mark's. We check regularly that it is working well.

10) Moving around inside the church

Most of the ground floor of St Mark's is step and hazard free. There is a single step at the entrance to the sanctuary. Those who do not feel able to come forward to receive Communion can receive it in their own seat. Our communion bread is all gluten and dairy free, and a non-alcoholic wine is available if wished.

There are steps in the sanctuary and an immovable cross behind the altar, and these limit accessibility for those conducting and taking part in worship. Options to consider which increase accessibility are using a portable lectern (legium) for readings and sermons and/or a nave altar on occasions when this is needed. The chapel sanctuary has one step however services, including Eucharist, can be conducted in the centre of the chapel.

The atmosphere during our Sunday morning and evening services is such that it is possible for people who need to be able to move around in church are able to do so, including going out and coming in again, and using the toilet facilities which are all step free access. There are steps to the lectern and pulpit which are marked on the horizontal and vertical surfaces. A handrail is under consideration.

Access to the upper floor is either by stairs or by a lift. There is a step free, accessible, gender neutral toilet on each floor.

11) Seating

We aim to enable people to sit comfortably during a service. Our seating is mainly pews with a cushioned seat. There are also other chairs available which are upholstered and have arms for those who require a more comfortable seat. There is space for wheelchairs and buggies at the end of each pew, and sufficient space for manoeuvrability. Those in wheelchairs and with buggies can choose to sit nearer the front of church or near the back. There is a space for children and parents to sit on a carpet or low cushions.

We aim to be understanding of individual needs during church services, including those who prefer to sit throughout the service, those who prefer to sit on their own, those who enjoy the security of always being in the same seat, those who are extremely anxious and those behave differently and may shout out during the service.

12) Orders of service, notice sheets, hymn books and screens

We are aware that we use a lot of words in our worship, and this is part of the rich liturgical tradition of St Marks. We aim to consider how accessible this is for people with different disabilities, and in particular for people with visual impairment, people with specific learning difficulties or dyslexia. We will work towards making our language accessible and inclusive.

All service booklets and typed material is produced in a minimum font size of 11 point in a clear sans serif font (Gill Sans), on a white or pale background. We produce a large print version of all material (in 16 point) on a pale coloured background. All images are captioned below. Where screens are used in worship, we will aim to provide a small number of printed copies of the service, in particular for those who find it difficult to look at the screens because of physical conditions, and for those who need to see the whole service before it starts so that they know what is going to happen. We aim to provide service booklets for download

prior to the service and screen reading, from our website and we also aim to email booklets in advance if requested.

13) Toilets

St Mark's has toilets for men, toilets for women and an accessible, gender neutral toilet. All these have step free access. The accessible toilets meet building requirements and have taps that are easy to turn; the mirrors are placed at the right height, and the emergency alarm cords are in place with the right fittings. The emergency alarms are regularly tested.

E St Mark's Church Access Audit

The Access Audit is to be completed annually, usually in September and preferably including in the appraisal someone with lived experience of disability. Please report in the sections below on what barriers there are to inclusive access, and what reasonable adjustments could be made. If no barriers are found please record this.

1	Worship
2	How do people find St Marks
3	How do people get to the church?
4	Approach to the Church Building
5	Car Parking

6	Signs and Notice Boards
7	Entrance
8	Lighting
9	Hearing loop and audibility
10	Moving around inside church
11	Seating
12	Printed and screen-based materials
13	Toilets
14	Current projects (Renovation or re-ordering of the building. Has inclusive access been considered?)

15	Specific requests received from the congregation about access

Date:

Conducted by:

(Please contact Church Office (266 3613) if you wish to ask questions or discuss anything arising from this document.)