



Wicklow Pride® Foundation Limited

Disability Inclusion, Accessibility & Equality Policy

Based on Irish, European & International Disability Policy & Legislation

24 May 2026

Date: 24 May 2026

Version: 1.0

1. Introduction Wicklow Pride® Foundation Limited is committed to creating an inclusive, accessible, respectful, and empowering environment for disabled people across all areas of the organisation's activities, governance, events, communications, services, advocacy, volunteering, participation, partnerships, and public engagement. This policy reflects the organisation's commitment to disability equality, human rights, accessibility, inclusion, dignity, participation, and non-discrimination in accordance with Irish, European, and international disability legislation and policy frameworks. 2. Statement of Commitment Wicklow Pride® Foundation Limited believes disabled people have the right to:

- Equality
- Accessibility
- Participation
- Inclusion
- Independence
- Representation
- Dignity
- Respect
- Safety
- Opportunity
- Freedom from discrimination The organisation is committed to removing barriers that may prevent disabled people from fully participating in organisational, social, cultural, educational, creative, civic, and community life. 3. Purpose of This Policy The purpose of this policy is to:

- Promote disability inclusion and equality across all organisational activities.
- Ensure disabled people are treated fairly, respectfully, and equitably.
- Support accessible participation and engagement.
- Establish standards relating to accessibility and reasonable accommodation.
- Promote compliance with Irish and international disability legislation and guidance.
- Prevent discrimination, exclusion, harassment, or barriers affecting disabled people. 4. Scope This policy applies to:

- Members
- Volunteers
- Directors
- Representatives
- Staff
- Contractors
- Event participants
- Speakers
- Artists
- Facilitators
- Performers
- Community partners

- Sponsors
 - Members of the public engaging with Wicklow Pride® activities
5. Legal & Policy Framework This policy is informed by:

- United Nations Convention on the Rights of Persons with Disabilities (UNCPRD)
 - Disability Act 2005
 - Employment Equality Acts 1998–2015
 - Equal Status Acts
 - Irish Human Rights and Equality legislation
 - European accessibility and equality frameworks
 - Universal Design principles
 - Irish Sign Language Act 2017
 - National Disability Strategies
6. Core Principles Wicklow Pride® Foundation Limited adopts the following principles:

- Equality
 - Accessibility
 - Inclusion
 - Dignity & Respect
 - Participation
 - Universal Design
7. Accessibility Commitments Wicklow Pride® Foundation Limited will make reasonable efforts to improve accessibility across all organisational activities. This may include:

- Accessible venues where practical
 - Step-free access where available
 - Accessible toilets
 - Seating and rest areas
 - Accessible event information
 - Clear signage
 - Captioning or subtitles where possible
 - Accessible digital communications
 - Readable and inclusive materials
 - Hybrid or online participation options
 - Sensory awareness considerations
 - Assistance for guide dogs or service animals
8. Reasonable Accommodation Wicklow Pride® Foundation Limited recognises the importance of reasonable accommodation in supporting equal participation and inclusion. Examples may include:

- Flexible participation arrangements
 - Accessible communication formats
 - Additional support measures
 - Adjustments to event environments
 - Volunteer support accommodations
 - Remote participation options
 - Assistance with physical access
9. Anti-Discrimination Wicklow Pride® Foundation Limited opposes:

- Ableism
- Disability discrimination
- Harassment
- Bullying
- Exclusion
- Hate speech
- Intimidation
- Accessibility barriers

• Prejudice against disabled people 10. Inclusive Communications The organisation will strive to ensure communications are as accessible and inclusive as reasonably possible. This may include consideration of:

- Plain language
- Accessible fonts and formatting
- Captioned video content
- Readable digital design
- Alt text where possible
- Inclusive social media practices

• Irish Sign Language considerations where feasible 11. Participation & Representation Wicklow Pride® Foundation Limited recognises the importance of including disabled people in organisational decision-making, consultation, planning, and representation. The organisation will encourage:

- Representation
- Consultation
- Participation
- Leadership opportunities

• Inclusive engagement 12. Events & Public Activities When organising events, Wicklow Pride® Foundation Limited will seek to consider accessibility and inclusion during planning and delivery. Considerations may include:

- Venue accessibility
- Emergency access
- Seating arrangements
- Lighting and sound considerations
- Digital accessibility
- Communication supports

• Quiet spaces where possible 13. Employment, Volunteering & Participation Wicklow Pride® Foundation Limited supports equality of opportunity for disabled people in volunteering, participation, organisational involvement, and employment-related activities. 14. Online Accessibility Wicklow Pride® recognises the importance of digital accessibility and inclusive online participation. The organisation will seek to improve accessibility across:

- Websites
- Online forms

- Digital documents
 - Social media
 - Livestreams
 - Online events
 - Video content
15. Safeguarding & Wellbeing The organisation is committed to maintaining environments that are:

- Safe
 - Inclusive
 - Respectful
 - Accessible
 - Welcoming
 - Free from discrimination, harassment, abuse, or intimidation
16. Complaints & Concerns Any person who believes they have experienced disability discrimination, exclusion, accessibility barriers, or inappropriate treatment within Wicklow Pride® activities may raise concerns through organisational procedures.
17. Training & Awareness Wicklow Pride® Foundation Limited supports disability awareness, inclusion education, and accessibility learning. Representatives may receive guidance or training relating to:

- Disability inclusion
 - Accessibility awareness
 - Inclusive communication
 - Equality and human rights
 - Universal Design
 - Safeguarding
 - Anti-discrimination principles
18. Monitoring & Review Wicklow Pride® Foundation Limited recognises accessibility and inclusion are ongoing commitments requiring continuous improvement. This policy shall be formally reviewed annually or sooner where required by legal, organisational, or policy developments.
19. Contact Information **Wicklow Pride® Foundation Limited**
County Wicklow, Ireland

Website: www.wicklowpride.eu

Chairperson: chairpersonwicklowpride@proton.me

Director: directorwicklowpride@proton.me

20. Adoption This Disability Inclusion, Accessibility & Equality Policy was adopted by Wicklow Pride® Foundation Limited on:

24 May 2026