Accessibility and inclusiveness policy



Statement of policy and purpose

1. Higher up club ltd is committed to providing equal opportunities and resources to all its staff members and applicants. We are passionate about ensuring that we have taken all the steps possible in ensuring that no staff member or applicant is at a substantial disadvantage and therefore we work closely with staff members, customers who have a disability as well as any relevant outside agencies in order to remove any potential barriers to their Club Edge experience.
2. Higher up Club is committed to ensuring accessibility to its venue and services to people with disabilities
3. The club is active in promoting an inclusive positive environment by ensuring that every applicant is given equal opportunity to develop socially, to learn, and to enjoy Club life.
4. It is our employment policy that all staff and applicants will have equal opportunities & equal rights. The employer does not discriminate on the basis of race, colour or nationality, ethnic or national origins, sexual orientation, marital or civil partner status, pregnancy or maternity, disability, religion or belief, age or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales.
5. Our intention is to enable all staff members and applicants, parents, and family members to have easy access to services provided by Club Edge race, colour or nationality, ethnic or national origins, sexual orientation, marital or civil partner status, pregnancy or maternity, disability, religion or belief, age, education or economic background shouldn’t become a barrier.

This policy will be implemented at all times and adhered to by all staff members, applicants, parents/carers and visitors. Specific aims of the policy:

 • To increase the extent to which applicants and staff members with disabilities can participate in the activities at Club Edge

 • To improve and maintain the Clubs physical environment to enable visitors with disabilities to take advantage of the facilities

 • To improve the availability and delivery of written information to applicants, staff, parents/carers and visitors with disabilities.

Definition A person is defined as having a disability if they have a physical or mental impairment that has an adverse, substantial and long term effect on their ability to carry out normal day to day activities. In line with the Equality Act 2010 Club Edge does not discriminate against applicants because of sex, race, disability, sexual orientation, religion or belief.

Practice and Processes

Staff members will act in accordance with the Clubs Accessibility Policy and Accessibility Plan at all times. All staff members are responsible for ensuring that their actions do not discriminate against any applicant, parent/carer or colleague.

What to do if you feel Club Edge isn’t able to meet your accessibility needs

4 If you believe that Club Edge isn’t inclusive of your needs you should write a written complaint for the management team outlining your needs to access services and identify any improvements that you feel could be made. Director Rebecca Shuttleworth Manager Emma Richardson.

5 Every member of staff is responsible to promote inclusiveness and combat discrimination if they encounter it staff who observe or who are aware of it should encourage the staff member to report it to the Director Rebecca Shuttleworth or manager Emma Richardson.

6 Staff members who report discrimination or a complaint relating to the inclusiveness of our services in good faith will be protected by retaliation or victimisation.

7 If you make a complaint, you maybe asked to stay at home (staff member) or be collected (child) while investigations are being conducted.

Non-compliance

8 and breach of equal opportunities rules or failure to comply with this policy will be taken very seriously and is likely to result in disciplinary action against the offender (staff member) .

Review of this policy

9 The management team will keep this policy under review