

# Accessibility plan

## Sweet Futures Limited



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# Contents

1. Aims.....	2
2. Legislation and guidance .....	2
4. Monitoring arrangements .....	3
5. Links with other policies .....	3
Appendix 1: Accessibility audit.....	4

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## 1. Aims

Our company aims to treat all young people fairly and with respect. This involves providing access and opportunities for all young people without discrimination of any kind.

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

Our company is also committed to ensuring staff are trained in equality issues, including understanding disability issues.

Our company's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in our workplace, this procedure sets out the process for raising these concerns.

## 2. Legislation and guidance

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

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Companies are required to make 'reasonable adjustments' for people with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled young person faces in comparison with non-disabled young people. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

## **4. Monitoring arrangements**

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary.

## **5. Links with other policies**

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Supporting young people with medical conditions policy

## Appendix 1: Accessibility audit

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys				
Corridor access				
Lifts				
Parking bays				
Entrances				
Ramps				
Toilets				
Reception area				
Internal signage				

Emergency escape routes				
Front of Shop				
Production area				
Staff room				