

A Disability Inclusion Protocol

Working Towards Disability Inclusion



What is a Disability Inclusion Protocol?

... A guidance document to help ensure the involvement of people with disabilities at all levels of your organisation.

For Whom?

... For Management, Front Line Staff and Volunteers of All Organisations, Agencies, Clubs and Community Groups.

Why an Inclusion Protocol?

An Inclusion Protocol:

- Raises awareness of equality issues among all members and staff.
- Ensures people with disabilities can participate in any activity within their community like everyone else.
- Is good for your business because it shows that you are concerned about equality issues and about enabling all members of society to participate equally.
- Raises the morale of all people in the organisation as people believe justice is being done and all people are valued in the organisation.

Is Disability an Equality Issue??

What is an Equality Issue?

An Equality Issue is where people are treated unfairly or prevented from participating equally in society because of; gender, marital status, family status, age, disability, race, sexual orientation, religious belief, membership of the Traveller Community. (Equal Status Act 2000).

How is Disability an Equality Issue?

Society can disable people with disabilities by creating both physical and attitudinal barriers that prevent or make it difficult for people to participate fully in all aspects of community life.

What are the Barriers to Participation?

- Physically inaccessible buildings and facilities.
- Lack of awareness of the situation of people with disabilities and their needs.
- People with disabilities not involved in the planning and organisation of events to ensure their suitability for everyone.
- People with disabilities not having support to enable them to participate fully in activities.



This Organisation Has Adopted a Disability Inclusion Protocol

By considering Access, Attitudes and Meaningful Participation this organisation is committed to supporting people with disabilities so that equality is practiced by all people and the participation of people with disabilities is incorporated within the ethos of the organisation ...;

Access:

We consider the following to ensure ease of access and to support people to use our premises easily:

- Wide automatic doors.
- Ramps / steps / level flooring.
- Bells and entry access points at accessible heights.
- Low accessible counters.
- Accessible toilets and facilities.
- Minicom phone service.
- Lifts with audio and visual information.
- Colour differentiation between walls and doors.
- No clutter in offices and corridors and we never use accessible WCs for storage.
- Accessible WCs remain unlocked at all times.
- Publications which show that access matters and that our organisation is supportive to people with disabilities.

Attitudes:

Our organisation:

- Ensures staff undertake disability equality training that helps understanding and reflection about attitudes.
- Asks people with disabilities what provisions they want and need in relation to access and participation.
- Ensures people with disabilities are involved side by side with staff in the planning and development of all programmes / events / projects.
- Ensures staff treat all people fairly and with respect.

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Meaningful Participation:

When thinking through plans and ideas related to the organisation and its work we:

- Involve people with disabilities at the planning stage.
- Work with people with disabilities throughout the process.
- Ensure the organisation develops an equality policy and action plan and that all staff sign up to this.
- Identify a staff member with responsibility for the delivery of inclusion outcomes within a stated time frame.
- Ask ourselves regularly are people with disabilities involved and at what level?
- Regularly ask and request people with disabilities to check that the inclusion process is working.

When holding meetings we:

- Brief people beforehand.
- Ensure agenda, minutes and information are all available in advance, and in large print (22-26 font) or Braille as required.
- Ensure people understand what is going on and do not merely pay lip service to involving people with disabilities.
- Enquire if the service of a signer is required by anyone attending.

This Disability Inclusion Protocol was developed by the Disability Focus Group of the Dublin City Community Forum in 2009.

The Disability Focus Group is a sub group of the Dublin City Community Forum. The Focus Group represents and promotes disability related issues in the work of the Dublin City Community Forum and the Dublin City Development Board. The Focus Group membership comes from disability representative organisations and individuals who have a particular interest in disability related issues.

For more detailed publications that will support and guide you in ensuring that your organisation is actively pursuing a positive disability policy please see www.dublincommunityforum.ie.

The Disability Inclusion Protocol is available in Braille and on audio CD, on request from the Dublin City Community Forum, contact details below.

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