 

DISABILITY AND INCLUSION POLICY

Having a disability should not be a bar to worship or to inclusion in the church community. In the Diocese of Worcester we aim to be open and accessible to all. We are committed to working towards an environment that will promote and ensure the full and equal enjoyment of all human rights and freedoms by all people with disabilities, and to promote respect for their inherent dignity.

Many disabled people cite the most disabling factors in their lives as being other people’s attitudes and the environment in which they live. Yes, they may live with an impairment but it can be the society they live in, or the organisation they work for, that disables them. A person with a mobility impairment may be liberated by having a wheelchair but completely disabled by lack of access to a meeting by the stairs that are its only access.

We believe that, as Kingdom People, the church community is only complete when all are included. The Diocese of Worcester seeks to support parishes, benefices and the wider diocese to be as inclusive and accessible as possible to all people, and especially those with disabilities. People with disabilities include those who have physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in Christian society on an equal basis with others.

As well as ensuring, where reasonably possible, that our church buildings and activities are accessible to people with disabilities, we want to enable and celebrate the contribution which people with disabilities make to the life of the Church, including its leadership and ministry. All are equally loved by God, the Spirit gives gifts to all, and the Church requires diversity for it to fully become the body of Christ.

Disabled people have the right to be fully included in the life of the church.  Reasonable adaptions are required under the Equalities Acts both in physical access and in the way services are conducted.  To find out more about this please visit:

<https://www.churchofengland.org/more/church-resources/churchcare/advice-and-guidance-church-buildings/accessibility>

The Diocese of Worcester is committed to providing an environment that will promote and work towards the full and equal enjoyment of all human rights and freedoms by all people with disabilities, and to promote respect for their inherent dignity.

Our hope is that in all aspects of Christian life and community those with a disability, their families and those who care for them are in no way excluded from a fulfilling participation in the whole Christian community.