



Care Home Access Policy

Policy Statement

This organisation believes in providing a comfortable, homely environment that is safe and easy to use for service users, their relatives and visitors, and for staff, including those who are disabled. The organisation believes that access to buildings is a critical part of their design, especially for residential homes whose users may include the disabled, the elderly and the infirm. Entrances and exits need to balance welcome and ease of access with the obvious need to control access and ensure safety and adequate levels of security.

The organisation adheres fully to all relevant regulations and standards relating to buildings access and disabled access, including applicable Buildings Regulations. Access design also needs to satisfy the provisions of the Regulatory Reform (Fire Safety) Order 2005, the Road Traffic Act 1991 and of the Equality Act 2010, which places a duty upon owners of premises to provide adequate access for disabled people.

Aim of the Policy

This policy is intended to set out the values, principles and policies underpinning this organisation's approach to access to its premises.

Access Policy

The purpose of the care home is to provide comfortable, homely, family-like care and the premises environment has been designed to encourage and support the independence of individual residents while promoting their support and safety. The organisation is committed to providing safe and easy access to all parts of its buildings and grounds for people who use wheelchairs, who are infirm or unsteady on their feet, or who suffer from sensory impairments.

The Equality Act 2010 requires employers to make "reasonable adjustments" for disabled people, such as providing extra help or making changes to the way they provide their service and to take reasonable steps to remove, alter or provide reasonable means of avoiding physical features that make it impossible or difficult for disabled people to use a service or to be employed in a workplace. In addition, under the Building Regulations, new commercial buildings must cater for disabled visitors as well as the people working in them, while building works to existing premises should not have any facilities for disabled people made worse.

To comply with these aspects of the law, and to provide full access as stated above, this organisation has put such measures in place which identify barriers to access and regularly reviews its systems and processes for the way that its services are provided.

In this care home all access points to the building have been reviewed and suitable adaptations under the Equality Act 2010 and Building Regulations have been made. This includes main entrances, side entrances and entrances from the gardens. These adaptations include:

- the fitting of covered ramps and slopes to replace stairs and steps
- the fitting of suitable grab rails and hand rails
- alterations to existing doors to make them easy to open for wheelchair users
- the provision of suitable lifts and ramps inside the buildings
- the widening of doorways to ensure wheelchair access
- the removal of door steps or barriers
- the removal of furniture or fittings that block wheelchair access
- a review of floor surfaces and coverings to make them slip and trip free
- a review of signage to ensure that service users and visitors know where they are
- the provision of flat, safe paths outside.

All future works or extensions will consider disabled access as a key part of building design and will incorporate a “level floor” policy, avoiding the use of ramps and slopes wherever possible by ensuring that individual floors are, wherever possible, kept to one level.

All new employees will be employed on the basis of merit and performance at interview and no applicants for jobs will be discriminated against on any basis, including that of disability. Reasonable adaptations or changes in procedures or systems will be made to accommodate new staff with who may have disabilities in accordance with the Equality Act 2010.

Training

All staff will be offered training covering basic information about staff duties and responsibilities under the Equality Act 2010 and about health and safety risk management and the reporting of hazards. All new staff will receive induction training which will include a thorough tour of the premises and guidance on improving access and procedures wherever possible. In particular, staff will be trained to be more aware and involved with disabled access and to consider how services can be provided in a different way that disabled people would find more convenient.

The training lead for the organisation is _____.

Signed: _____

Date: _____

Policy review date: _____