



ACCESS POLICY

March 2013

Access

Care home name:

Wellbeing Residential Care Group

Policy Statement

Wellbeing Residential Care group believes in providing a comfortable, homely environment that is safe and easy to use, both for service users, their relatives and visitors, and for staff. The home 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.

Wellbeing Residential Group adheres fully to the new outcomes Essential Standards of Quality and Safety which consists of 28 regulations and its associated outcomes; they are set out by the Health and Social Corporation Act 2008 for regulated activities. Access design also needs to satisfy the provisions of the Regulatory Reform (Fire Safety) Order 2005, the Road Traffic Act 1991 and of the Disability Discrimination Act 1995, 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 home's approach to access to its premises.

Access Policy

The purpose of the 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. Wellbeing Residential Group is committed to providing safe and easy access to all parts of its buildings and grounds for service users who use wheelchairs, who are infirm or unsteady on their feet, or who suffer from sensory impairments.

Since October 1999 the Disability Discrimination Act 1995 has required employers to make reasonable adjustments for disabled people, such as providing extra help or making changes to the way they provide their service and from October 2004 employers also have 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 home 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 all Wellbeing Residential Groups home has all access points to the building have been reviewed and suitable adaptations under the Disability Discrimination Act 1995 and Building Regulations have been made. This includes main entrances, side entrances and entrances from the gardens. These adaptations include:

- the provision of disabled parking bays close to the building
- the fitting of covered ramps and slopes to replace stairs and steps
- the fitting of suitable grab rails and hand rails

- the fitting of electrically opening doors or of door opening systems on main doors
- alterations to existing doors to make them easy to open for wheelchair users
- the provision of an intercom security system in the front and back entrances
- 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 in the gardens.

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 Disability Discrimination Act 1995.

Training

All staff will be offered training covering basic information about staff duties and responsibilities under the Disability Discrimination Act 1995 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 home is _____

Signed:

Date:

Policy review date: