



## RAODS/Plaza Theatre Policy on Disability

- RAODS is committed to complying with the Disability Discrimination Act 1995 (DDA) and subsequent amendments thereto by:
  - Maximising accessibility to the Plaza's services and activities for members, visitors and hirers with disabilities, and to ensure that no-one is treated less favourably on the ground of disability subject to the constraints of building architecture, availability of funding and an overriding priority of ensuring the health and safety of all members, visitors and emergency services.
  - Developing a culture of inclusion and diversity in which people feel free to disclose a disability, should they wish to do so, and to discuss reasonable adjustments in order to promote equal participation in the theatre's services and activities.
  - Reviewing, monitoring and revising, subject to the constraints defined above, all theatre systems, procedures, facilities, services and buildings to comply with the DDA where it is reasonable and possible.
  - Creating, maintaining and disseminating information about services, support and facilities available for members, visitors and hirers with disabilities.
- For the purpose of this policy, the term 'disability' has the same meaning as that given in the DDA:
  - ' a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities'.
- In recognition of evolving case law, this includes, but is not limited to: *sensory impairments, learning disabilities, mental illness, clinically recognised severe disfigurements, cancer, HIV/Aids, progressive conditions even at an early stage, conditions which are characterised by a number of cumulative effects such as pain or fatigue and a past history of disability.*

Periodic Review: Annual