

Ref No: OP 2023 - 00	Title: Access Support	
Date Issued: 01/11/2023	Review Date: 2026	SORP Ref #: Best Practice

Policy:

GCC will assist in our support of participating artists and students who are disabled, chronically ill or neurodiverse and help us ensure the accessibility of our digital content.

Objective:

We want everyone to be able to access our classes and we're committed to being as accessible as possible, wherever we can. GCC is committed to implementing where practical, the Arts Council five year strategy Arts and Disability (2012 - 2016).

Scope:

The scope of this policy covers how people with disabilities participate in the circus and how we give consideration to people with disabilities in all aspects of our work. The term encompasses a range of circus practices and activities involving people with disabilities as artists, participants, arts workers, and audience members. It embraces a wide range of contexts including disability arts, Deaf arts, disability-led practice, collaborative practice, access services, and advocacy.

Procedures:

1. The GCC policy is built around a number of key values which we will endeavour to commit:
 - ✓ Equality - a commitment to ensuring that people with disabilities can engage fully in the artistic and cultural life of GCC at all levels.
 - ✓ The Social Model of Disability - a recognition that access must be considered at the earliest planning stages so that barriers to participation are not created or further perpetuated.
 - ✓ Complexity and diversity of people and practices - an understanding that the circus sector is made up of artists, participants and audiences of all ages with physical, sensory, intellectual and mental health impairments.
 - ✓ Holistic approach - a commitment to the mainstreaming of access and participation in parallel with the provision of strategic targeted supports and a process of capacity building.
 - ✓ Inclusion - a commitment to Arts and Disability as part of the larger commitment to social inclusion.

2. We believe that no one should be excluded from the transformational benefits of circus activities. The benefits we focus on are:
 - Physical and mental health and well-being
 - Personal development (including life skills/ prospects)
 - Sense of belonging
 - Community engagement.

3. We commit to train, equip and support our staff, tutors and volunteers to provide inclusive programmes, unleashing their potential to transform the lives of underserved young people in their local communities.

Operations Policy & Procedures

- Equip and support existing our organisations, and volunteers to create inclusive offers, addressing gaps in our current provision
 - Train coaches, volunteers and young leaders to confidently develop inclusive activity
 - Create local partner networks and steering groups to support and embed inclusive practice
 - Reach out to more disadvantaged and disabled children and young people.
4. Our Actions In implementing this policy in line with the principles articulated above we will:
- Internally, establish a working group to assist and advise on our work in relation to people with disabilities and designate a support role to a staff member;
 - Include in all future strategies our specific commitments for the disability sector;
 - Include in our annual reports a detailed accounting of our activities in relation to the disability sector for the previous 12 months;
 - Provide training for all our staff and volunteers around disability awareness;

It is essential that all members of staff dealing with participants/students are familiar with this policy and endeavour to assist where practical in having access to all in our community.

Board Approval Date:

03/10/2023

Signature Chair of Board:

