Accessibility Policy

All Saints Church Brixworth

2026



At All Saints', we are committed to creating a church community in which everyone is welcomed, valued, and able to participate fully in worship, fellowship, learning, and service. We recognise that people experience disability in different ways and are committed to removing barriers wherever reasonably possible so that all individuals can access our services, programmes, activities, and facilities with dignity and independence.
This policy sets out our commitment to accessibility and inclusion in accordance with the Equality Act 2010 and other relevant UK legislation and guidance.

1. Equality and Non-Discrimination:

We will not discriminate against any person on the grounds of disability. Everyone will be treated with respect, dignity, fairness, and compassion, and we will seek to ensure that disabled people are able to participate fully in the life of our church.

2. Reasonable Adjustments and Accessibility Standards:

We are committed to making reasonable adjustments to remove or reduce barriers that may disadvantage disabled people. We will seek to meet, and where possible exceed, relevant accessibility standards, legal requirements, and recognised good practice.

3. Accessible Facilities:

We endeavour to make our buildings and physical environment as accessible as reasonably practicable. This includes, where available, features such as:

- Accessible entrances and routes into our buildings;
- Ramps and step-free access;
- Accessible parking provision;
- Accessible seating arrangements; and
- Suitable toilet facilities.

We recognise that our historic building presents some access challenges. We will seek to remove or reduce barriers where reasonably practicable, and where a physical adjustment is not currently possible, we will consider alternative ways of enabling participation.

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We are committed to maintaining existing accessibility features and identifying opportunities for improvement as resources allow.
We recognise and comply with the law relating to assistance dogs and other recognised assistance animals. Assistance animals are welcome within our church facilities and will not be separated from their handlers except where this is necessary for safety reasons.

4. Accessible Communication:

We aim to communicate in ways that are accessible to all. Upon request, and where reasonably practicable, we will endeavour to provide information in alternative formats to support people with visual impairments, hearing loss, or other communication needs.
Examples of support may include:

- Large-print service sheets and other printed materials, where possible;
- Electronic copies of service materials;
- Clear verbal notices and announcements during services and events;
- The use of microphones by readers, speakers, and worship leaders;
- Information about the availability and status of any hearing-loop system;
- Clear signage within our buildings and facilities; and
- A willingness to discuss the provision of British Sign Language (BSL) interpretation, captions, or other communication support for particular services or events, where reasonably practicable.

We encourage individuals to let us know in advance of any accessibility requirements or adjustments that would help them access information and participate more fully in the life of the church.

5. Inclusive Worship, Programmes, and Services:

We are committed to ensuring that our worship, programmes, activities, and pastoral services are as inclusive and accessible as possible.
We warmly welcome disabled and neurodivergent people into every aspect of church life and seek to foster a diverse and enriching spiritual community in which all people are recognised as being of equal worth, valued for their gifts, and embraced as members of the body of Christ.

We recognise that some disabilities and health conditions are not immediately visible. We will seek to respond with patience, flexibility, and kindness, and will consider reasonable adjustments to support participation. Such adjustments may include providing access to quieter spaces, offering clear explanations of what to expect during a service or event, allowing flexibility in seating arrangements, and supporting those who may find crowds, noise, sensory stimulation, or uncertainty difficult.

We encourage individuals to share any access needs they wish us to be aware of so that, wherever reasonably practicable, we can work together to enable full participation in the life of the church.

6. Volunteer and Staff Awareness:

We are committed to equipping our clergy, staff, and volunteers to provide an inclusive and welcoming environment. This includes promoting awareness of disability and neurodiversity, encouraging respectful and appropriate support, and helping those who serve within the church to understand their role in removing barriers to participation.

7. Emergency Planning and Evacuation:

We will consider the needs of disabled people in our fire safety and evacuation arrangements, including those with mobility, hearing, sight, cognitive, or anxiety-related needs. Where reasonably practicable, we will identify and implement appropriate measures to support safe evacuation and emergency procedures, and we will seek to ensure that those responsible for responding in an emergency are aware of their roles and responsibilities.

8. Feedback and Concerns:

We welcome feedback about the accessibility of our church and recognise that listening to lived experience helps us improve.

If you encounter barriers to access, have suggestions for improvement, or wish to discuss any accessibility requirements, please contact the Rector, David Reith. We will consider all concerns carefully, respond promptly, and work collaboratively to identify appropriate solutions wherever reasonably practicable.

9. Ongoing Review and Improvement:

Accessibility is an ongoing commitment. We will regularly review our policies, practices, and facilities to identify opportunities for improvement and to ensure that inclusion remains central to the life and ministry of All Saints'.

Through this commitment, we seek to reflect our Christian values of welcome, hospitality, justice, and care, ensuring that all people can participate fully and confidently in the worship and community life of All Saints' Church.

Revised and update: 2026