



**OVERSEAS  
FELLOWSHIP OF  
NIGERIAN CHRISTIANS**

## **ACCESSIBILITY POLICY**

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**Approved by The National Executive Council of the Overseas Fellowship of Nigerian Christians (OFNC) [11<sup>th</sup> January, 2020];  
To be reviewed annually**

### **AIM**

As a Christian organisation, OFNC is committed to equality of opportunity for all people, including those with accessibility requirements, and the fellowship is dedicated to ending discrimination. The passing of the Equality Act (2010) has given a new focus to our work and is a basis for OFNC as we seek to implement best practice guidelines for supporting all members with accessibility requirements.

### **DISCLOSURE**

OFNC is committed to continually developing practices which support our goal of being an organisation accessible to all people. A person may decide not to disclose their needs to OFNC, however, at this time, OFNC cannot guarantee that reasonable resources will be in place if no disclosure is made. For persons who wish to disclose an accessibility requirement, the disclosure should be made to OFNC's accessibility officer and will only be shared with relevant members of the OFNC organisation as necessary.

OFNC believes that salvation is for all (John 3:16). OFNC welcomes anyone into membership, irrespective of ability, disability, age, race, gender or socio-economic status. OFNC recognises different types of accessibility requirements, e.g. physical, mental, emotional and/or social/developmental.

### **POLICY / GUIDELINES**

OFNC will love, welcome and support all members, including those with accessibility requirements. The fellowship is committed to enabling, facilitating and promoting anti-discriminatory practices. Therefore, OFNC commits itself to the following:



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- OFNC will do all that is practically possible to facilitate full participation of all members with accessibility requirements in organised activities through the use of appropriate technology, equipment, e.g wheelchairs, lifts, hearing loops, Braille etc.
- OFNC will consult and partner with members with accessibility requirements when planning and reviewing services and support for them.
- Where resources are not available within the fellowship, OFNC will work in partnership with reputable organisations, (Christian ones in the first instance) to meet the accessibility needs of members and participants at OFNC events.
- OFNC will regularly audit the accessibility needs of members and use such information to make decisions and formulate appropriate action plans.
- OFNC will do all that is reasonably possible to encourage the attendance of people with accessibility needs at all programmes at branch and national level. Their needs will be prioritised in the allocation of accommodation, the provision of information and where possible, the adaption of facilities. Wherever possible, all venues used for events organised by the OFNC will be checked for accessibility and their operators will be encouraged to provide an accessibility statement.
- All OFNC branches will be obliged to operate the organisation's accessibility policy.
- No member of OFNC, who has capacity, shall be precluded from being an officer of the OFNC at BEC or NEC, or taking part in any OFNC programme or activity solely by reason of their accessibility requirement.
- All OFNC publicity material will clearly state OFNC's commitment that no person will be excluded from fully participating in the fellowship's activities by reason of disability or an accessibility requirement. Where possible, publicity will include accessibility symbols and graphics. Registration forms will also provide opportunities for participants to state any accessibility requirements and event



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organisers will ensure that reasonable adjustments are made when a person has informed the fellowship of an accessibility requirement.

- OFNC will raise awareness amongst its members about the rights of people with disabilities, anti-discriminatory practice and the need for inclusion of people with disabilities and/or accessibility requirements.
- OFNC will have an accessibility officer to oversee the implementation of the Accessibility Policy. The accessibility officer shall have powers to implement this policy and make recommendations.
- OFNC will continue to give financial support to organisations caring for people with disabilities (reference to our Charitable Giving Log.)
- This policy will be regularly reviewed in line with changes in relevant legislation, guidance and knowledge of best practice.
- OFNC will seek to establish a culture of inclusion, where the accessibility needs of its members are a priority at all levels of the organisation.
- The accessibility officers will work in partnership with agencies or individuals, such as sign language interpreters and producers of material in accessible formats, to ensure they have anything necessary to complete their duties to support those with an accessibility requirement, on behalf of OFNC.
- Having obtained a clear idea of the available resources in the fellowship, the accessibility officer shall determine what the fellowship is capable of doing and how much may be allocated to doing it.

### **Revisions:**

<b>Revision No.</b>	<b>Date</b>	<b>Changes</b>	<b>Notes</b>	<b>Date of next review</b>