**Welcome, Inclusion, Respect**

*Preamble: the following has been quite difficult to write because the newly formed group cannot be given a prescriptive task. I hope that you will see that what I have attempted to do is use the priorities decided by the PCC but turned them into discussion points. In a couple of places I have moved a priority from one category into another, or omitted a priority that was replicated elsewhere. I have completely removed the suggestion about the chair for Louise because I think we should just do that! At the end of the document I have added all further suggestions that were given to me.*

**Priorities as decided by the PCC on 05/03/2019**

**1. How do we improve the physical body of the building** such as steps, lighting, exits, entrances and signage, to enable access for all?

Suggested priorities:

* How can we improve signage to key areas such as entrances into church, internal doors, toilets, café, and so on?
* Pro-active communion for those with problems of mobility – how should this be communicated?
* How may the role of sidesmen be improved and the issue of recruitment?
* How should we communicate the fact that large print material is available?
* How can we ensure accessibility for all at the 8.30 service on Sunday?
* How can we improve accessibility for wheelchairs in the body of the church?
* How can we solve the problem of parking for mobility scooters?
* What is the impact of the occasional erection of the stage on those with some form of disability?

**2. How do we improve our means of communication** such as, printed material, typefaces for visibility, and sound in terms of hearing?

Suggested priorities for sound and hearing:

* Although the sound system has improved what more could be done?
* It is important for those in both the choir and congregation to see the lips of speakers/preachers, how can this be achieved in practical terms?
* How efficient is the loop system?
* How can we make the best use of microphones, and how can we train users of these more effectively?

Suggested priorities for visibility:

* Are we correct in assuming that our written material, which adheres to a minimum 14pt font size, is acceptable?
* How should we advertise our provision of large print service sheets, hymn books and News Letter?
* How do we encourage our sidespeople to be tactful and perceptive when offering large print material?
* How do we review the lighting for candlelit services? Should we pursue the idea of an app that can adjust church lighting to imitate candlelight?
* How can we encourage those who have a particular requirement to communicate those needs?
* Would it be useful if service sheets were online on the church website so that those unfamiliar with CofE services could familiarise themselves in advance?

**3. How do we improve our overall approach and attitudes?**

Suggested priorities:

* How do we improve the training of our welcomers/sidespeople to become autism aware, and dementia aware?
* Having someone on call if someone is in need, or who has an issue could be beneficial, how could this be set up and managed? Would the idea of a ‘Surgery’ be one answer?
* How do we make it known that there is an opportunity and a place for people who need additional, perhaps private prayer?
* How and where can we establish a quiet space for those who need one?
* How do we build up our relationship with each other, as individuals, as welcomers?
* If we cannot assist someone in need, how can we be informed about other sources of help/signposting?
* Can we be better educated about those with disabilities? How can we encourage those with experience to give a talk or be interviewed during the sermon slot?
* We need to monitor our behaviour and our progress, how do we design an evaluation card that will enable us to do that?

**Further suggestions**

1. Sanctuary Group to work on their own Welcome, Inclusion, Respect, as well as inviting one member to join the PCC sub group.
2. Perhaps record sermons on the website, both written and sound versions.
3. Encouraging visiting hospitality advocacy: mentoring; befriending; celebrating; practical help; prayer and comfort.
4. Confidentiality not secrecy.
5. Safeguarding.
6. Support for those who work in various roles at St Peter’s.
7. Dementia Café.
8. Perhaps we could record a talk or interview (under Priority 3) if a person with a disability is reluctant to do it ‘live’?