

# Kettle's Yard Access Policy

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## Mission Statement

To contribute to society by inspiring and engaging audiences through art, learning and research of the highest quality. We believe that great art should not be the privilege of the few, but for everyone. Our values reflect Kettle's Yard's creators Jim and Helen Ede's support for artists and belief in art's power to make us look again and change how we act in the world.

## One of our values is Openness

Encompassing our commitment to access, equality, anti-racism and enriching communities. Seeking to be generous and caring, making a programme of events and activities inspired by Jim and Helen Ede's vision of a place in which everyone is welcome and can be enriched.

## Our definition of Access

Kettle's Yard recognises that people can encounter barriers which are as varied as our society. These barriers are fluid and can include, but are not restricted to: physical, mental, cultural, social, financial, intellectual, neurodivergence, digital and, language barriers.

Access is central to one of Kettle's Yard's five values: *Openness* but intersects with a number of them. Promoting equality of access and participation demonstrates our commitment to this principle. We subscribe to the social model of disability<sup>1</sup>

## Commitment to Accessibility

Kettle's Yard aims to provide the widest possible access to its spaces, collections, programme, communications and operations.

We will seek to enable independent engagement wherever possible, whilst also providing facilitation or additional support where required.

Kettle's Yard is committed to proactively removing, reducing and overcoming barriers and actively listening and responding to concerns.

The Kettle's Yard Staff Access Group (open to all members of staff) will continually monitor and improve access. This group will deliver our on-going Access Action Plan and will meet at least three times each year.

Our policy is to build accessibility into everything that we do to develop and improve Kettle's Yard.

This policy is just one aspect of the work that we are doing, we recognise the intersection of this work with plans and policies in other areas, such as, but not limited to, our Code of Conduct and our Anti-Racism Action Plan

This policy will be reviewed annually, published on our website and included in the staff handbook.

*Last updated by the Access Working Group, May 2023.*

*Next update due June 2024.*

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<sup>1</sup> The social model of disability is an alternative to the medical model of disability. The medical model suggests that people are disabled because of impairments or conditions that they have, which suggests that the problem is with the disabled person. However, the social model of disability is the understanding that disability is something that is created by society through physical, social, and attitudinal barriers. According to the social model of disability, it is these barriers that make a person disabled.

(Source: [www.sense.org.uk/about-us/the-social-model-of-disability/](http://www.sense.org.uk/about-us/the-social-model-of-disability/))