



Bawdsey Radar Transmitter Block

Access Policy

Welcome!

At Bawdsey Radar Transmitter Block we welcome all visitors and aim to do everything we can to make sure everyone has an enjoyable and easy visit.

We believe that everyone has the right to access the Transmitter Block and all its services whether as a visitor, researcher, volunteer or member of staff. It is important to us that our site and our team are welcoming and inclusive.

We are committed to removing barriers that prevent people from accessing our site, collections, events and services so that we can share the history of Bawdsey Radar and the wider story of radar as widely as possible.

We believe that when barriers to access are removed everyone benefits.

1. Introduction

Bawdsey Radar Trust (BRT) is committed to maximising access for everyone, by reducing or removing barriers that can prevent access to the building, collections, website, social media channels, programmes, and our volunteers and staff.

We will do everything we can to offer the widest access for all our users and balance this with competing demands of looking after the building and the collections for everyone to enjoy.

2. Scope

This policy covers provision at Bawdsey Radar Transmitter Block, as well as our website, other online and digital activities, and in venues where we deliver outreach programmes.

This policy relates to access by our users and does not cover access in relation to staff, volunteers, freelancers or contractors.

This Policy will adhere to all national and international statutes of law, including specifically in relation to access, but not exclusively the Equality Act 2010, Freedom of Information Act and the General Data Protection Regulations 2018.

3. Purpose

The purpose of this policy is to set out Bawdsey Radar Trust's commitment to maximising access and to identify the ways in which we achieve this in everything we do.

More information about BRT's approach to access, equality & diversity can be found here www.bawdseyradar.org.uk

4. What we mean by access

When we refer to access we mean all the ways in which people engage with our building, collections, activities, marketing and our volunteers and staff. We understand there are a number of key barriers to access:

- Attitudinal and emotional – we will ensure a genuinely warm welcome to everyone
- Intellectual – we acknowledge that people have different learning styles and we will provide a range of formats including film, image, words, and interactives
- Cultural – we understand cultural differences and want to represent cultural experiences and issues through our programmes and exhibitions
- Financial – we aim to minimise financial barriers to the use of the site and the collections wherever possible for example free admission for Heritage Open Days
- Geographic – we understand some people live too far away to visit the museum and the absence of public transport to Bawdsey creates a further barrier
- Physical - enabling as many people as possible to access the museum, our website, social media channels or programmes
- Technological – to be aware that not everyone has access to the internet or have access to a smart/ mobile phone and to provide access to exhibitions and displays that isn't solely reliant on technology
- Sensory – to build in to displays and activities a wide range of different sensory experiences
- Social – we understand that accessing the museum can deliver well-being benefits to volunteers and visitors through enjoyment, creativity friendship and a sense of belonging

5. How Bawdsey Radar will deliver this Policy

We will ensure delivery in a number of ways including:

- Ensuring a BRT-wide approach to accessibility through volunteer and staff training, development and implementation of equality, diversity and visitor welcome policies
- Adopting best practice guidance for interpretation including exhibition texts and interactives
- Being considerate of varied audience needs and learning styles in planning exhibitions, displays and activities including marketing, online and digital material
- Improving access issues, removing barriers and making priority decisions through the Access Action Plan that sits alongside this Policy.

- consulting with our audiences and non-users to ensure the broadest possible access to our facilities, services and collections and actively asking for and encouraging feedback on all aspects of access
- By ensuring that contractors, consultants and outside agencies working for, or with BRT, adopt and observe our access policies.

8. Information sources, Related policies, legislation and guidance

The Equality Act (2010) bans unfair treatment and helps achieve equal opportunities in the workplace and in wider society. The Act replaced previous anti-discrimination laws and covers nine protected characteristics which cannot be used as a reason to treat people unfairly – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity/paternity, race, religion or belief, sex and sexual orientation. The Act prohibits unfair treatment when providing goods, facilities and services, when holding public functions, in the management of premises, and in education.

Information from a number of organisations has informed this document, including:

Arts Council England Accreditation Guidance <https://www.artscouncil.org.uk/supporting-arts-museums-and-libraries/uk-museum-accreditation-scheme>

St Albans Museum Service <https://www.stalbansmuseums.org.uk/accessibility>

Leeds Museum Service <https://museumsandgalleries.leeds.gov.uk/about-us/policies-and-practice/access-policy/>

Collections Trust guidance <https://collectionstrust.org.uk/accreditation/>

9. Any questions?

For all enquiries about this Policy please contact the Chair of Bawdsey Radar Trust chair@bawdseyradar.org.uk

10. Policy Review Dates

This policy was approved and adopted by the Board of Trustees at their meeting held on 2nd February 2021.

This policy will be reviewed as necessary and at least every 3 years