

**360 ~Accessibility Audit**

**Producing your action plan**

Your audit process will have produced a range of comments and notes and ideas for improvements. Everything you have listed will make a difference for disabled people but you will not be able to do everything at once. You will need to programme what you will do across at least 12 months and most probably longer.

Some things will be achievable almost immediately by adjusting your admin and set-up processes. Other things will take time to train and equip people. Some technical and physical changes will take longer and significant building work will need time for planning and fundraising. It will also take time to embed the cultural and attitudinal changes needed across your fellowship and time to raise up disabled people to positions of leadership and ministry.

Be realistic but ambitious about what you might achieve. Draw up your action plan for what you can do:

* Immediately
* In 3-6 months
* Within 12 months
* Within 2 years
* Within 5 years

See the quick wins sheet to guide your thinking about your aims for the first 6 months. Most of the changes listed on this can be achieved by adjusting your admin and training processes or assigning smaller tasks to a number of people.

Your Disability Champion and Disability Working Group should draw up the action plan and work with the PCC to release the resources needed to achieve your aims. This will have implications for your budget. You will need to match your commitment to becoming a place of equal belonging for disabled people with a willingness to put financial resources behind it even if this means moving funding from other things.

Accessibility is a priority for many funders. Having a robust improvement plan with proof of a high level of consultation with, and involvement of disabled people will add value to funding applications you might make.

Publish your action plan to the congregation and to your other building users/local community. Invite comments and support for your vision of making your church a place and experience that is open and accessible and a place of belonging and participation for disabled people.

Your action plan should include:

* What you hope to achieve
* How you hope to achieve it
* The timescale for achieving it
* What you hope the result/benefit will be
* Who will plan and/or take the necessary action
* Who will monitor/approve what is done
* How you will assess its effectiveness in six months

Remember that the only people who can shape what you do and assess how effective it has been are disabled people who make use of whatever you are providing.

Include an action plan report at all of your subsequent PCC meetings and in your annual report. Regularly update the congregation on the progress you have made. The hope is that what you do will have a missional impact as your congregation and community see your commitment to inclusion and belonging for disabled people and you begin to build a reputation for inclusivity. Ultimately the effectiveness of all you do should be seen in more disabled people in your congregation, participating in worship and in leadership in the church.