



## Wayland Men's Shed

<b>SUBJECT</b>	WMS DISABILITY POLICY
<b>AUTHOR</b>	Malcolm Trayhorn

APPROVAL AUTHORITIES	NAME	SIGNATURE	DATE
WMS CHAIRMAN	Malcolm Trayhorn	<i>M. Trayhorn</i>	3/11/25
WMS VICE-CHAIRMAN	Gordon Williams	<i>G. Williams</i>	3-11-25
WMS SECRETARY	Dave Cooper	<i>D. Cooper</i>	3-11-25
WMS TRASURER	John Chamberlin	<i>J. Chamberlin</i>	3/11/25
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COMPUTER ROOM SUPERVISOR	Mike Briggs	<i>M. Briggs</i>	03/11/25



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### ISSUE AND CHANGE CONTROL MECHANISM

This Disability policy shall be prepared, configured, controlled, and stored in a retrieval system in accordance with WMS procedures. This document **MUST** be reviewed at least once a year.

ISSUE AND CHANGE RECORD	ISSUE	COMMENTS	DATE	No. OF SHEETS
Version 2	2	Approved by the WMS Committee	02/06/2021	2
Committee Review	3	Issued for yearly review	06/07/2024	4
Committee Review	4	Issued for yearly review. No changes.	02/04/2025	4
Update	4.1	Jeff Heath removed from Approval Authorities	19/04/2025	4
Update	4.2	Charity Number added, Committee updated	21/10/2025	4





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## 1. POLICY STATEMENT

Wayland Men's Shed encourages membership by people with all levels of ability and we encourage a focus on people's abilities rather than their disabilities. However, it is recognised that there are varying levels of disability amongst shedders which may or may not need specific interventions or practices to accommodate. For example, many Men's Sheddors require spectacles and/or hearing aids which indicate that this person has a disability in the areas of vision and/or hearing. We naturally accommodate these people into the shed without giving a thought to it and we naturally focus on their abilities rather than their disabilities.

In this section we are referring to those people whose level of disability is considered to be such that the physical environment is not conducive for their level of disability that may require some shed practices to be adapted or the person informed that facilities may not be capable of providing for their needs.

## 2. PEOPLE WITH LIMITED PHYSICAL ABILITIES

In order to make every effort to accommodate people with a physical disability we will work with an individual and ask them if and how the physical environment may need to be adapted in order to accommodate their participation in the shed. There may be no need to make changes or a need to make major or minor changes. However, it should be recognised that the general workshop and computer workshop building itself is rented by Wayland Men's Shed from the Watton Sports Association.

We undertake to observe how the person deals with the shed environment in order to indicate changes needed but recognise that it is still important to work with the person and to seek their views and opinions and have respect for their thoughts and ideas as they are more likely to have the best ideas!

## 3. PEOPLE WITH INTELLECTUAL DISABILITIES

Whilst we all have varying degrees of intellectual abilities some individuals may require special care and/or consideration within the shed environment. We would seek to get advice from the person's carer/guardian, service provider or other relevant sources to enable them to enjoy the shed as much as everybody else. If the person generally needs a support worker or carer then it should be expected that the support worker will accompany their client and be with them at the shed. Depending on the level of intellectual impairment we would recommend a trial period where the person is assisted by their support worker or 'carer' for a time. It may even be possible to reduce or phase out some of that support over time as the other shedders become accustomed and aware of the person's abilities and the person concerned becomes more comfortable within the shed environment and with the other shedders.

## 4. PEOPLE WITH A MENTAL HEALTH ISSUE

We acknowledge that special care and consideration may be required. We would consult with the person themselves as well as carers/guardians, service providers and other sources to gain valuable information in dealing with individuals and allowing them to integrate effectively and harmoniously into the shed environment. Initial 'carer' support may be required and the level of support reviewed regularly to ensure that the esteem of the individual is respected by not 'over servicing' and the person is allowed the dignity of participating to their maximum ability.



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### 5. SIGNIFICANT POINTS

- Shedders should not 'overdo' the level of support required for an individual – support as required and if needed. It does not do the individual any favours by interfering when there is no need to.
- Be aware of and work with the persons abilities rather than focus on what they cannot do.
- Be aware that, for some individuals, some tasks may take longer to accomplish but it is important to show respect and consideration for each person by allowing them to operate at their level of ability with dignity.
- The service providing general support to the person with a disability may be able to provide some training for the membership of the shed which will help the inclusion of the person within the shed environment.
- If the person with a disability requires a carer/support worker then that carer/support worker should be provided by the persons key support service. The support workers role may change over time.
- If a carer or support worker is a female this would not prevent access for as long as that person is required
- If required, consider establishing a mentor – one key contact within the shed who will mentor the person with a disability.
- Be open and honest with any service providers involved. If the Men's shed has a concern, then it should be voiced as the service may be able to help alleviate those concerns.

**End Of Document**