

BBC Accessibility Policy Statement

The BBC is committed to being inclusive and accessible to disabled people. Disabled people are a diverse group with differing requirements, some of which aren't always apparent. This policy statement relates to anyone who is disabled be they our staff or audiences.

Accessibility for our staff (including temporary, contract and freelance staff) will ensure that we attract and retain the most talented people to contribute to the creativity of the BBC.

For our disabled audiences, accessibility can be central to receiving a quality service and therefore it is essential that all our services take this into account.

The BBC Access Policy is about making our services accessible to disabled people, removing barriers and facilitating inclusion. Accessibility can relate to: buildings (such as the workplace or studios); internal technology; digital services; provision and publication of information; and organisational practices – the way we do things in relation to staff and audiences. Accessibility will also be central to the way we contract with third parties or procure goods and services.

The BBC will consider ways to make sure that disabled people can use our services at a standard *as close as possible*¹ to that usually offered to non-disabled people. This means:

- We will build in accessibility from the start when developing new products and services and make reasonable adjustments for disabled people to facilitate access.
- Address existing systems, technology and facilities that do not currently meet these accessibility standards in accordance with relevant guidelines for that area, links to which are below.

This policy statement is an overarching approach to making the BBC inclusive for disabled people. For more detailed guidance in specific areas please refer to the following policies, each of which are under review in light of this policy statement and will be reviewed bi-annually thereafter:

- [Access to BBC Services for People with Disabilities](#) – Detailed policy on the accessibility of BBC services for disabled audiences.
- [Production Handbook](#) (will be updated by April 2012) – Detailed guidance on the considerations to accessibility needed in productions.
- Editorial guidance addressing [Visually Impaired](#) and [Hearing Impaired](#) audiences
- [Future Media standards and guidelines](#)
- [Policy on internal access technology](#)
- [Equal Opportunities Statement](#).

¹ 'Possible' in this context is defined as what is 'reasonable', as defined by the Equality Act 2010.

- [Retaining Disabled Guidance Note.](#)
- [BBC Workplace Access Standard](#)

Accessibility is an integral part of our Diversity Strategy, with the specific objective of building in accessibility from the start. All staff are responsible for delivering accessibility in their day-to-day roles. Due to the importance placed upon this for the organisation, there is an Executive level accessibility champion. All divisions also have an accessibility lead who is responsible for their division meeting the requirements of this Policy Statement. The BBC Diversity Centre and their [website](#) can provide further advice and guidance on how to put this policy into practice.