



## PAGE - Disability Inclusion Policy

<p><b>Prepared by:</b></p>   <p>Fajer Rabia Executive Director</p>	<p><b>Reviewed by:</b></p>   <p>Senior Management Committee</p>
<p style="text-align: center;"><b>Approved by:</b></p>   <p style="text-align: center;"><b>Board of Trustees</b></p>	
<p><b>Responsibility:</b></p>	<ol style="list-style-type: none"> <li>1. Board of Trustees</li> <li>2. HR &amp; Operations Coordinator</li> <li>3. All Team Leads</li> </ol>
<p><b>Applicable to:</b></p>	<p>All Employees of the Company</p>
<p><b>Effective from:</b></p>	<p><b>July 1, 2020</b></p>
<p><b>Revision Date:</b></p>	<p><b>June 30, 2020</b></p>

### OUR MISSION

The mission of **PAGE** is to value the ability and individuality of people with disabilities by providing each individual with the opportunities they need to reach their full potential as participants within an inclusive ethos/culture.

At **PAGE** we will achieve disability inclusion by continually reviewing an approach that is implemented by the members, staff, and management and by working in partnership with relevant stakeholders and in consultation with people with disabilities and their families. This will ensure that our organization is inclusive for everyone.

### **OUR COMMITMENT**

Our organization welcomes all members of the community, regardless of their abilities. We will include people with disabilities in our organization in the workplace and as beneficiaries to the greatest extent that we can. We will endeavor to make our organization as inclusive and accessible as possible, based on our commitment to comply with Articles **24 & 27** of the United Nations Convention on the Rights of Persons with Disabilities.

National Plan of Action for Persons with Disabilities, 2006 (NPA) suggests measures to operationalize the National Policy for the Persons with Disabilities 2002. The NPA is based on the philosophy that access, inclusion, and equalization of opportunities for the person with disabilities are not possible by isolated interventions<sup>4</sup>. These services should therefore be designed in an integrated way by pooling and mobilizing all resources. The NPA identifies 17 critical areas of intervention from assessment of the magnitude of the problem to service delivery systems. It spells out short-term steps to be taken by the end of June 2009 and long-term measures to be adopted by July 2025. It contains specific time frames for the completion of each activity and assigns responsibility to various departments and agencies.

### **ACCESSIBILITY**

We are committed to ensuring that as far as reasonably practicable, our workplace and education facilities are accessible to people with disabilities. We are ready to consider all reasonable adjustments that would, over time, help us to achieve this aim more fully and effectively.

In our efforts to deliver on this we will:

- Improve the physical layout out of the facilities that we use.
- Enhance awareness and positive attitude among board members, staff, volunteers, students, and families through organizing pieces of training regarding disability inclusion.
- Adjust how we deliver/promote information and educational services to people with disabilities.
- Ensure that all resources are produced in accessible formats.
- Improve accessibility of all programs.
- Review all areas in line with health and safety requirements.

## **PARTICIPATION**

By developing our capacity and capabilities within our organization we will strive to deliver inclusively Programs, promote and advocate for disability inclusion and increase the numbers of people with Disabilities participating in our workplace and educational activities.

In our efforts to deliver on this we will:

- Adopt an inclusive approach across all aspects of the entire organization by consulting with our Board members.
- Consult with and listen to the voices of people with disabilities and their families in all of our activities and programs.
- Work in partnership with other local and international organizations and individuals who are advocates for the inclusion of people with disabilities.
- Promote good governance across our organization to ensure that the participation of people with disabilities is delivered.
- Acknowledge and support the contributions, achievements, and successes of people with disabilities in our workplace and educational facilities.

## **SUPPORT**

In the development of a Disability Inclusion Policy, we understand that it requires a lot of support across all aspects of our organization. We will endeavor to provide supports where they are needed and where financially and strategically possible.

In our efforts to deliver on this we will:

- Increase the capabilities of our board members, management, staff, and volunteers so that they have a better understanding of what is required to deliver an inclusive environment. We will do this by providing disability awareness/inclusion training to all board members, management, staff, and volunteers
- Assign a staff member to monitor, support, and assist in our work to be more inclusive of people with disabilities.

- Educate and support our board members, management, staff, volunteers, students, and families to be accepting of people with disabilities throughout our workplace and educational facilities.
- To ensure that all future policies, strategies, and plans are inclusive of people with disabilities.
- Collaborate with other stakeholders who work in the area of disability and consult with them and their members in the development of our projects and programs.

## REPORTING

We will endeavor to review and update our Disability Inclusion Policy annually and to review any recommendations and developments that will have arisen as a result of the development of the policy.

In our efforts to deliver on this we will:

- Review the work that has been completed during the time frame.
- Check the list of actions or measurable outcomes that were set as part of the policy development.
- Consult with people with disabilities, board members, management, staff, and volunteers on their views and achievements in relation to the policy.
- Update the policy where necessary by taking into account the Pakistan government and UN policies.
- Request approval of any updates to the policy by the board.

## MEASURABLE OUTCOMES

It is important to set a list of measurable outcomes so that we can monitor and track that the Disability Inclusion Policy is being implemented.

In our efforts to deliver on this we will:

- Ensure that the Disability Inclusion Policy has been approved by the board.
- Ensure that the board members, management, staff, and volunteers understand and commit to the policy.
- Ensure that the policy is included in the induction training of all new staff.
- Ensure that the policy is displayed publicly within the organization.
- Ensure that the training needs of the board members, management, staff, and volunteers in relation to the Disability Inclusion Policy have been identified and met.
- Ensure that all incidents are recorded and dealt with in line with the policy.

- Conduct an inclusion audit of the organization and all our educational facilities used for projects and programs.