

Accessibility and Inclusion Consultant

Employer: Emily Peasgood Studio Limited

Fee: Competitive, based on experience. This is a freelance role and you will be responsible for your own taxes.

Location: Haydock Library, St. Helens (Hybrid working available, Flexible hours).

Contract Type: Project-based: Please quote for your fees in this role.

Duration: 22 days over 10 months.

Reporting to: Dr Emily Peasgood

About the role:

We are seeking an experienced and passionate Accessibility and Inclusion Consultant to support a project that aims to drive meaningful change in accessibility and inclusivity at Haydock Library in St. Helens. This is an exciting opportunity to shape an environment that is accessible to all, ensuring that diversity and inclusion are at the heart of our project. You will support the core team in the redesign of Haydock Library, St. Helens. This project is co-produced through an engagement programme with children, young people, adults and families who have lived experience of Special Educational Needs and Disabilities (SEND). The design includes the library space, a combined meeting room and sensory space, and a disabled toilet.

Emily Peasgood Studio is a Disability Confident Committed Employer who advocates for and enacts inclusion in hiring policy for all available roles. Our hiring process is inclusive and accessible; reasonable adjustments and access statements are part of our culture. This role is open to people with disabilities.

Key tasks:

- To ensure the redesign is supportive of SEND needs.
- To recommend any initial training the core team will require. As part of this project, the core team will attend EDI: The Essentials [ACAS], Certificate in SEND Code of Practice [CPDC] and the Project Lead will attend Making Reasonable Adjustments.
- Take part in the delivery of our co-production engagement programme at Haydock Library, St. Helens, in May and June 2025.
- Conduct accessibility and inclusion audits across physical and any digital environments, identifying areas for improvement and removing barriers to engagement.
- Provide guidance on inclusive design to ensure facilities, services, and communication materials are fully accessible.
- Collaborate with lead artist, architect and project manager to implement best practices in accessibility and inclusion.

- Ensure compliance with UK equality laws and accessibility standards (e.g., Equality Act 2010, Web Content Accessibility Guidelines - WCAG).
- Engage with stakeholders, advocacy groups, and individuals with lived experience to ensure their voices are central to the project.
- Conduct research on emerging trends and innovations in accessibility and inclusion, applying insights to the project.
- Create recommendations to measure impact and track progress.
- Ensure that staff members have reasonable adjustments where needed.
- To provide a report on the co-production model.

Essential Skills & Experience

- Proven experience as an Accessibility and Inclusion Consultant or a similar role.
- In-depth knowledge of UK accessibility legislation, regulations, and best practices.
- Strong understanding of inclusive design principles across both physical and digital spaces.
- Experience in conducting accessibility audits and developing actionable recommendations.
- Excellent communication and stakeholder engagement skills, with the ability to influence and drive change.
- Experience in delivering training, workshops, and policy development.
- Familiarity with assistive technologies and digital accessibility tools.
- Ability to work independently and collaboratively within a multidisciplinary team.
- You will need a DBS with Enhanced Barred List for this role. *We can arrange this if you do not have one in place.*

Desirable Skills

- Accreditation or certification in accessibility (e.g., CPACC, WAS, or equivalent).
- Experience working with diverse communities and advocacy groups.
- Knowledge of neurodiversity and mental health inclusion strategies.

Key dates:

- Available for online interview w/c 21st April 2025
- Appointed by Friday 25th April 2025
- End April / Early May 2025: Attending Go-See visits to existing library spaces in the local area (4 days)
- End May / June 2025: Participants engagement workshops
- July / August 2025: Developed design with architect
- September / October: Technical design with architect
- November / December: Construction
- January / February: Installation
- 1 March 2025: Deadline for report on co-production model and project completion.

Fee: Please provide an inclusive quote for 22 days of consultation.

We estimate that following the engagement activities (End April - June, approx. 6 days) you will be required ½ a day a week for the duration of the project (16 days)

Why Join Us?

- Be part of a groundbreaking project that will have a lasting impact on accessibility and inclusion.
- Work within a collaborative and forward-thinking team dedicated to social change.
- Opportunity for professional growth and development in a meaningful sector.
- We are committed to supporting professional development and networking in the local area. Each team member will be reimbursed for travel costs and paid an attendance fee of £15 p/h to attend six local networking events for the duration of this project, as well as access to a mentoring session with a specialist in your field of practice.

How to Apply:

Please submit your CV, a cover letter and a quote for this role, detailing your experience and suitability for the role to: emilypeasgoodstudio@gmail.com Video applications welcome.

Deadline for Applications: Friday 18th April 2025, 12pm