

## Website Accessibility Policy

Company Name:	<b>The Crewing Company ('the Company')</b>
Group Name:	<b>Searchlight Group</b>
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Document:	<b>Accessibility Policy</b>
Topic:	<b>Website Accessibility</b>
Last Updated:	<b>January 2024</b>
Version:	<b>1</b>

### Policy Statement

The Crewing Company is committed to ensuring that they are a wholly inclusive company, and that there are no restrictions that would affect anyone's ability to access their company. It is recognised that not everyone has the same accessibility needs, and The Crewing Company is committed to being as inclusive as possible. Therefore, our aim is for maximum inclusivity in website usage, ensuring that a broad range of individuals can navigate and use it effectively.

The purpose of this policy is to outline the steps The Crewing Company have taken to ensure accessibility, and highlight any areas for improvement.

### General Principles

This accessibility statement applies to The Crewing Company's Website:  
[www.thecrewingcompany.com](http://www.thecrewingcompany.com)

We are currently reviewing our site to ensure its accessibility and usability, using the Web Content Accessibility Guidelines (WCAG) 2.1.

Our current score for accessibility for both mobile and desktop versions according to <https://pagespeed.web.dev/> is 91 out of 100 and we are working with our Website Developer and Web Accessibility Officer, **Magda Zoledz**, to raise this score.

Our current accessibility features include;

1. Ability to listen to most of the website using a screen reader (including the most recent versions of JAWS, NVDA and VoiceOver)
2. Users cannot skip to the main content when using a screen reader
3. The main content, users can zoom in up to 400% without the text spilling off the screen
4. Website can be adapted – i.e change colours, contrast levels and fonts using browser or device settings
5. The website avoids use of lots of capitals or italic text
6. There's no limit to how far you can magnify the map on our 'contact us' page
7. The main content is written in plain English
8. The website is published in HTML
9. A minimum text size on the website is 16 pixels (12 points)
10. The website is following basic search engine optimisation advice.

### Our settings

For guidance on how to customise your device to suit any specific needs you may have, please refer to AbilityNet's freely available resource [here](#). These include simple 'how to' guides to make your device easier to use.

Due to the nature of the Company and the content that is required to promote our business, we are unable to provide an alternative view for the website users.

Our website is not the only method to access us as a business, our team is also available for email requests, calls (both telephone and video), or face to face meetings.

## Areas for Improvement

We are aware that some parts of the Company website are not fully accessible. Whilst we have made the website text as simple as possible to understand, we are aware that there are some areas of improvement when it comes to accessibility. We encourage anyone with accessibility needs to reach out to our Web Accessibility Officer, **Magda Zoledz**, for further help on how to access our business.

We review the accessibility of our website regularly, and areas we are looking to improve are;

1. Background and foreground colours, as they do not have a sufficient contrast ratio - for these improvements we are aware that we would need to rebrand as a business, which is something we might consider in the future
2. Heading elements are not in a sequentially-descending order
3. Videos do not have captions.

## Steps to Improve Accessibility

These are more immediate areas we are looking to improve within the next 12 months;

1. Provide alt text for all images on the website
2. Improve the mobile version of the website so it is more accessible
3. Improve links names so they have a discernible name
4. Replacing images that may create issues related to the website contrast ratio
5. Test PDF documents if they are fully accessible to screen reader software
6. Improve layout of PDF documents (CVs) on the Rising Talent page on the website
7. Improve performance of the website with the website developer (e.g., adjust proper size images, defer offscreen images, reduce unused CSS).

## Feedback and Contact Information

If you are aware of any areas of accessibility that are not listed within this statement, or feel that we are not meeting accessibility requirements, please contact The Crewing Company (Web) Accessibility Officer;

**Magda Zoledz**

[magda.zoledz@thecrewingcompany.com](mailto:magda.zoledz@thecrewingcompany.com)

+44 (0)20 8525 4844

Magda Zoledz, Unit 9B, Queens Yard, White Post Ln, London E9 5EN

We will consider your comments/requests and aim to respond to you within 10 working days.

If you cannot view the map on our 'Contact Us' page, call or email us [enquiries@thecrewingcompany.com](mailto:enquiries@thecrewingcompany.com) for directions.

**This document was prepared in January 2024, and will be reviewed on an annual basis.**