

# NANIKŌKĪ

**NaniKōkī Disability Discrimination & Accessibility Policy** - Last Reviewed:  
12/11/2025

## **Policy Statement**

NaniKōkī is fully committed to promoting equality of opportunity and creating an inclusive, supportive learning environment. We do not tolerate discrimination on the grounds of disability and will make reasonable adjustments to ensure all learners can access and participate in our training programme.

## **Our Commitments**

- **Access and Inclusion:** While we do not yet have a fixed venue, accessibility is a key factor in our venue selection. All future teaching spaces will be wheelchair accessible and supportive of additional needs.
- **Individual Support:** Learners with a disability or health condition are encouraged to notify us in advance so that we can discuss and arrange suitable adjustments.
- **Teaching Approach:** Our course materials are available in accessible formats, including screen-reader-friendly PDFs. Sessions are taught at a flexible pace with respect for individual learning needs.
- **No Discrimination:** We comply fully with the Equality Act 2010 and will not discriminate against any learner on the basis of disability—visible or hidden.
- **Ongoing Commitment:** As a sole educator, I regularly review my materials, delivery style, and policies to ensure fairness, inclusivity, and accessibility remain at the heart of this programme.

## **Reporting Concerns**

Any learner who feels they have experienced or witnessed discrimination is encouraged to raise the matter directly and confidentially. All concerns will be taken seriously and addressed promptly.