We wanted to provide more clarity on some of the things we can do to support your coachees to access and engage with the Pathways programme.

Below, we have listed our standard accessibility offerings and would ask you to encourage any leader who would benefit from any adaptation or tailored support to [submit a query via this link to our helpdesk](https://thefrontline.zendesk.com/hc/en-us/requests/new?ticket_form_id=5723691798173).

This is by no means an exhaustive list but hopefully will give you more confidence to suggest how Frontline can work alongside leaders on their development journey. We have broken this down by programme activity.

**Residentials:**

* Printed slides on request – these can be on coloured paper or we can offer coloured overlays
* All slides and materials available in advance for personal printing via the learning platform
* Fidget toys available
* Quiet space and wellbeing team available
* Seating accommodations e.g closer to screen or seated with a particular colleague
* Dietary accommodations
* Family accommodation
* Disabled parking
* Chapel/prayer room
* Content warnings shared in advance
* All learning resources accessibility checked to support screen readers

**Online workshops and deliberate practice groups:**

* Slides and activities shared in advance via the learning platform
* Accessibility checks on resources
* Combination of large and small group work

**Self studies:**

* On request, elements of these modules can be shared in an adapted format although this is not possible to do with all elements e.g interactive parts

**Other:**

* Adapted communications e.g plain text emails or additional check-ins
* Where possible, flexibility on deadlines and opportunities to catch up e.g extra time to consume materials or where there are personal circumstances to consider

It is also helpful for you to keep in mind where some of the limitations lie. The programme has been purposefully designed with a variety of learning disciplines in mind although we recognise that this means we cannot meet each leaders needs and preferences perfectly. This is an area we want to continue to enhance, and really value any feedback on this to make this purposeful and accessible.

In order to meet the requirements against our attendance and engagement policy, supported by the mechanisms listed above:

* It is an expectation that leaders complete self-study activities and complete any preparation tasks for programme activity
* It is an expectation that leaders engage in online workshops, coaching and online Pathway specific activity (e.g deliberate practice / peer-led practice).
* It is an expectation that leaders attend and engage in residentials and in person Pathway specific (e.g experiential visits)
* To enable this, we expect that leaders take responsibility for their progress through the programme, and to communicate with us on any barriers or support needs relevant to this.