



## **Inclusive and Accessible**

PMA is committed to inclusiveness and accessibility. The learner and practice staff-centred sessions will seek to embrace the principle of inclusive learning. These sessions will be delivered in cohorts. Whether face to face or virtual, we will engender a learning environment where we all agree the principles of:

- Togetherness – and as this is an opt-in opportunity to be included in the programme, we'll agree an openness on the need and desire to change.
- Equality, where we are all equal – we can't change the past, but we can change the future.
- Participation and engagement -where all voices will be heard.
- Respect and acceptance.
- Acceptance and agreement of the rules of the room and the rules of engagement.
- Embracing individual differences.
- Embracing the Principle of Change.

Building confidence and affirming their identity as a valued team members will support their learning and their engagement with the changes needed.

The PMA embraces accessibility and can adapt all materials and delivery where necessary to ensure we meet the needs of all participants. We have historically, created large print versions, adjusted the colour of documents and provided hearing loops for learners as required. The programme will include a full set of learning materials, for use during the workshop session and kept as a reference toolkit after the workshop.

We offer the option of clustering the groups. Sessions could be open and inclusive to all participants or potentially selected based on:

- Gender
- Behavioural characteristics
- Ethnicity and or cultural mix – where there might be a requirement to support with translation.

We would propose to work with the commissioners to determine any needs around managing those participating in the respective group sessions.

The PMA is fully compliant with HM Government's Accessibility Regulations for Public Sector Bodies. We actively ensure websites of the practices we support are accessible to all patients of all abilities. We provide ongoing support and assistance to ensure you stay compliant.