



Accessibility Statement Policy

Purpose and Scope

This policy applies to **Growing Resilience in Teens (GRIT)**, a Charitable Incorporated Organisation (CIO), registered number 1176272.

The purpose of this policy is to outline GRIT's commitment to **accessibility, inclusion, and equity** for all individuals—including young people, staff, volunteers, and visitors—with disabilities or diverse needs.

GRIT recognises the importance of creating a **supportive, inclusive, and accessible environment**—physically, digitally, and socially—where everyone can participate fully, safely, and equally in our services and activities.

This policy covers all areas of GRIT's operations, including:

- Service delivery and programme design
- Communications and engagement
- Facilities and physical spaces
- Events and activities
- Digital content and platforms (e.g., website, learning tools)

It applies to all **staff, volunteers, contractors**, and any **third parties** working on behalf of GRIT. It encourages **active consideration of accessibility and inclusion** during planning, design, delivery, and evaluation of services.

GRIT is committed to **continuous improvement** and welcomes feedback from users to help identify and remove barriers to access. This policy is reviewed regularly to ensure our practices remain effective, responsive, and inclusive.

1. Accessible Physical Environment

GRIT is committed to ensuring our physical environments are as accessible as possible. We assess and accommodate access needs **on an individual basis**. For example:

- If a young person uses a wheelchair, we will provide ramps where feasible and adapt session spaces accordingly—such as modifying the height of equipment (e.g., punch bags).
- For individuals with **hearing or visual impairments**, we will seek expert guidance and make appropriate accommodations, including adapting session delivery methods and communication tools.

We strive to **anticipate and remove physical barriers** wherever possible and to respond promptly and appropriately to specific needs as they arise.

2. Digital Accessibility

We are committed to making our digital platforms, including our website and online content, accessible and usable for everyone.

This includes:

- Designing content that is **clear, readable, and navigable**
- Using **accessible formats** (e.g., alt text for images, clear headings, transcripts for video/audio)
- Ensuring compatibility with **assistive technologies**
- Following relevant **web accessibility standards** (e.g., WCAG 2.1)

We continue to assess and update our digital platforms to improve accessibility for all users.

3. Psychological Safety and Inclusion

GRIT acknowledges that accessibility extends beyond physical or technological barriers. We are committed to supporting **psychological wellbeing and emotional safety**, especially for individuals who may face challenges related to:

- Neurodiversity (e.g., autism, ADHD)
- Mental health
- Past trauma
- Social anxiety or isolation

We aim to foster a **compassionate and trauma-informed approach** in our interactions, programming, and spaces. Staff and volunteers are encouraged to adopt inclusive practices and seek training or support where appropriate.

4. Continual Improvement

We are committed to **ongoing learning and improvement** in our accessibility efforts. This includes:

- Regular review of policies and practices
- Seeking feedback from individuals with lived experience of disability or exclusion
- Engaging with accessibility experts or consultants where needed
- Promoting a culture of openness and adaptability
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Accessibility is an **ongoing process**, and we welcome suggestions that help us improve.

5. Contact Us

If you encounter any barriers or have suggestions for improving accessibility at GRIT or on our website, we encourage you to contact us.

Your feedback is essential to helping us create a more inclusive and welcoming environment for all.

 **Email:** hello@gritcharity.org

 **Phone:** 07514 472024

 **Website:** www.gritcharity.org

Please note that while we strive to provide the highest level of accessibility, there may be some limitations. We appreciate your understanding and cooperation as we continue to enhance our accessibility practices.

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- Created by Louise Randall (Chairman) on 10/07/23
 - Updated by: James O'Mara (Finance and Operations Manager) on 9/4/25
 - Approved by Dr Louise Randall, Chairman

Signature:

Date:

Dr Louise Randall

13/07/2025

- Next review date: 01/04/28