

Native Tech

# **Disability Action Plan**

Easy Read version

2026 to 2029

---

## **About this document**

This is the Easy Read version of the Native Tech Disability Action Plan.

Easy Read uses short sentences and simple words.

There is also a full version of this plan. You can ask us for it any time.

A Disability Action Plan says how we support disabled learners.

We use the words *tāngata whaikaha* for disabled learners.

---

## **Who we are**

Native Tech is a place to learn in Rotorua.

We teach digital and creative skills.

We want every learner to do well.

---

## **Why we made this plan**

1 in 4 people in New Zealand are disabled.

Many of our learners need extra support.

This is our second plan. Our first plan ran from 2023 to 2026.

We do not have to make this plan. We chose to make it.

We made it because we want our support to be planned, fair and honest.

---

## **What we believe about disability**

Disability is not something wrong with a person.

Disability happens when the world puts barriers in front of people.

A barrier is something that makes life harder. Like stairs with no ramp. Or hard words with no easy

words.

Our job is to remove barriers.

---

## **How we support learners now**

We have quiet spaces. Learners can go there if they feel overwhelmed.

Overwhelmed means too much is happening and you need a break.

Our bathrooms have support rails.

Our mirrors are lower so people in wheelchairs can use them.

Our doorways and hallways are kept clear so everyone can move safely.

We give learners equipment if they need it to learn.

We have Rangatahi Navigators. They are staff who help learners with worries and wellbeing.

When you enrol, we ask what support you need. We plan your support from day one.

---

## **We listen to learners**

We ask learners how they are going at least 2 times every week.

We ask at karakia on Monday morning and at the end of the day.

Each class has student representatives.

They take your ideas to the Ākonga Advisory Group. This group meets 4 times a year.

Your voice helps us make decisions.

---

## **How our disabled learners are doing**

From 2023 to 2025, 42 disabled learners enrolled in our programmes.

33 of them finished their programme.

That is 79 out of every 100.

We are proud of our learners.

---

## **What we are still working on**

We are honest about what we cannot do yet.

Some learners have needs that have never been checked by a doctor.

We still support these learners. We notice what they need and we help.

We are working to get better at this.

---

## **What we will do next**

In early 2027 we will:

Choose a Disability Access Lead. This is a staff member whose job is accessibility.

Set up a pool of assistive technology. Assistive technology is equipment that helps disabled people. Like screen readers or special keyboards.

Later in 2027 we will:

Train all staff to support disabled learners well.

Start an Accessibility Working Group.

Build partnerships with disability organisations.

Check our website and materials so they work for everyone.

In 2028 we will:

Make materials with captions and New Zealand Sign Language.

In 2029 we will:

Give learners their own budgets for learning support and equipment.

Connect learners with disabled professionals as mentors.

Review this whole plan and write a new one for 2030 onwards.

---

## **Questions?**

You can talk to any staff member about this plan.

You can also talk to a Rangatahi Navigator.

We will listen.

---

## **About this plan**

Plan owner: Education Operations and Systems  
Manager

This plan was adopted in January 2026.

We will review it in January 2027.

End of Easy Read version.

---