



---

## Accessibility, Inclusion & Neurodivergent Support Framework

---

### OUR COMMITMENT

At She's In Business, we are committed to creating an inclusive, accessible learning environment that supports women with diverse learning styles, neurodivergent profiles, disabilities, caregiving responsibilities, and life circumstances.


We recognise that brilliance does not look one way and neither should education.

Our programmes are designed to be flexible, trauma-aware, neuro-affirming, and results-driven, ensuring that every participant has equitable access to learning, implementation, and support.

## 1. ACCESSIBLE LEARNING DELIVERY

### Session Access & Playback

To support different processing speeds, attention spans, and energy levels:

- All live sessions are **recorded and available as replays**
- Replays include:
  - Variable playback speed (0.75x – 2x)
  -  Pause / rewind / skip functionality
- Learners may:
  - Watch in short segments
  - Revisit key sections multiple times
  - Learn asynchronously without penalty



### **Why this matters:**

Supports ADHD, autistic, dyslexic, chronically ill, and time-constrained learners.

---

### **Captions, Transcripts & Summaries**

All sessions provide:

- **Auto-generated or edited captions**
- **Full written transcripts**
- **Session summaries** highlighting:
  - Key concepts
  - Action steps
  - Homework requirements

Learners can:

- Read instead of watch
  - Skim for relevance
  - Use transcripts with screen readers
  - Translate where needed
- 

## **2. MULTIPLE WAYS TO ENGAGE & PROCESS**

We recognise that learning is not one-size-fits-all.

### **Flexible Cognitive Processing**

Learners are encouraged to:

- Take breaks without explanation
- Engage with materials in their preferred order
- Complete implementation at their own pace (within CPD guidelines)



No learner is penalised for:

- Not speaking on calls
  - Keeping cameras off
  - Using alternative communication styles
- 

### **Note-Taking Support (Digital & Assisted)**

To support different memory and processing needs:

- Worksheets are:
  - Fillable digitally
  - Printable
- Learners may:
  - Use digital note-taking tools
  - Dictate responses instead of typing
  - Use AI-assisted note tools if helpful

### **Optional Support:**

- Shared summaries and prompts reduce cognitive load
  - Clear “what matters / what doesn’t” guidance is provided
- 

## **3. STRUCTURE, SUPPORT & ACCOUNTABILITY**

### **Accountability Coach**

Each cohort is supported by an **Accountability Coach** whose role is to:

- Help learners stay on track
- Normalise challenges and overwhelm
- Redirect focus to *next logical steps*
- Provide encouragement without pressure



The Accountability Coach is **not** there to:

- Police participation
  - Shame missed sessions
  - Enforce neurotypical productivity standards
- 

### **Check-Ins & Gentle Reminders**

Support includes:

- Regular check-in posts (written, not just verbal)
- Optional accountability prompts
- Reminder messages for:
  - Sessions
  - Homework windows
  - Implementation checkpoints

Reminders are:

- Neutral in tone
  - Encouraging, not urgent
  - Designed to reduce executive dysfunction
- 

## **4. CLEAR STRUCTURE & REDUCED COGNITIVE LOAD**

To support executive function and reduce overwhelm:

- Each session includes:
  - Clear agenda
  - Explicit outcomes
  - One primary focus
- Homework is:
  - Clearly labelled
  - Broken into steps



- Outcome-focused (not busywork)

We prioritise:

**Clarity over volume**  
**Progress over perfection**

---

## 5. SAFE DISCLOSURE & RESPECTFUL SUPPORT

Learners are **not required** to disclose:

- Diagnoses
- Disabilities
- Neurodivergent identities
- Personal circumstances

However, we provide optional space to:

- Request reasonable adjustments
- Flag access needs privately
- Communicate preferred support styles

All disclosures are:

- Confidential
  - Optional
  - Treated with respect
- 

## 6. TRAUMA-AWARE & NEURO-AFFIRMING PRACTICE

Our facilitators and coaches are trained to:

- Avoid shame-based language
- Avoid urgency-driven pressure
- Recognise freeze, shutdown, and overwhelm responses

© SHE'S IN BUSINESS LTD | ALL RIGHTS RESERVED

INTELLECTUAL PROPERTY: As a member of one of our programs, you have full permission to use our proprietary systems for your own business. You do not have permission to teach or sell them as part of your own programs. Please review our Intellectual Property clause within the [Terms and Conditions](#).



- Encourage agency and autonomy

We do **not**:

- Pathologise neurodivergence
- Enforce rigid participation
- Use “grind culture” language

---

## 7. ACCESSIBILITY IN PRACTICE (SUMMARY)

The She’s In Business Accelerator includes:

Captions on all sessions  
Full replays with speed control  
Transcripts + written summaries  
Digital and printable worksheets  
Optional AI-friendly note-taking  
Accountability Coach support  
Gentle reminders and check-ins  
Flexible participation expectations  
Clear structure and pacing  
Neuro-affirming, trauma-aware facilitation

---

## FINAL STATEMENT

At She’s In Business, we believe **accessibility is not an add-on, it’s leadership.**

When women are supported in ways that honour how their minds and bodies work, they don’t just complete programmes, they **build businesses that last.**

This framework exists to ensure every participant has the tools, time, and support needed to succeed on their terms.