

NZ On Air | Irirangi Te Motu Accessibility Strategy

Mā te huruhuru ka rere te manu

(Adorn the bird with feathers so it may fly)

In keeping with our values, we recognise that accessibility is essential to equitable participation and to ensuring that public media serves all New Zealanders. NZ On Air will take all reasonable and practicable steps to ensure people can engage with us independently, with dignity and mana, and on an equitable basis.

This strategy sets out NZ On Air's commitment to reducing barriers for disabled people and others with access needs who engage with NZ On Air as applicants, funding recipients, staff, stakeholders, audience members, or participants in NZ On Air-supported activities.

The policy has been informed by the 2024 Massey University report commissioned by NZ On Air into barriers to access for tāngata whaikaha Māori, d/Deaf, and disabled music-makers, which identified barriers across pathways, recording and release, and NZ On Air funding processes. It is also cognisant of NZ Government accessibility practice, including the Web Accessibility Standard.

This policy applies across NZ On Air and covers:

- public information and communications,
- websites, portals, digital content, and documents,
- funding application and reporting processes,
- meetings, hui, events, consultations, and stakeholder engagement,
- the design of contracts, guidance, templates, and operational processes,
- procurement and commissioning where accessibility is relevant,
- Staff engagement,
- and NZ On Air's expectations of accessibility in funded activities where this is reasonably within NZ On Air's remit and influence.

Principles

- **Accessibility by design**
NZ On Air will seek to consider accessibility from the beginning when developing or reviewing systems, processes, communications, contracts, events, and funding guidance and criteria.
- **Mana and dignity**
NZ On Air will seek to ensure that people can engage with us in ways that uphold their mana, privacy, independence, and dignity.
- **Equity and inclusion**

NZ On Air recognises that some people face additional and cumulative barriers because of the interaction between disability and other factors such as ethnicity, gender, age, class, sexuality, language, or location. NZ On Air will seek to respond to accessibility in ways that acknowledge intersectionality and the lived reality of compounded disadvantage.

- **Nothing about us without us**

NZ On Air will seek to listen to and learn from tāngata whaikaha Māori, d/Deaf, and disabled people and representative organisations when developing and improving accessibility-related approaches.

- **Continuous improvement**

NZ On Air will prioritise practical improvements over time and remain responsive to feedback, learning, and changing best practice.

- **Practicality and accountability**

As a public funding agency, NZ On Air must operate within legal, financial, and accountability obligations. Accessibility improvements will therefore be implemented in ways that are practical, affordable, sustainable, and consistent with our statutory responsibilities.

Commitments

GOAL 1: To make our public information and communications accessible
ACTIONS
• Use clear and plain language • Design documents for accessibility, including headings, reading order, and accessible formatting, • consider alternative formats where reasonably practicable and appropriate to audience need.
GOAL 2: To ensure our websites, forms, portals, and digital content are accessible where possible
ACTIONS
• Noting that the website and portal were redesigned in 2025, NZ On Air will continue to review and improve these systems over time. • Where digital systems create barriers, NZ On Air will seek practicable workarounds or support options while longer-term improvements are considered.
GOAL 3: To remove barriers that may prevent a person from approaching NZ On Air for support or funding
ACTIONS
• provide clear guidance and support pathways • reduce unnecessary duplication and repetitive data entry where possible, • assist applicants requiring support to complete applications including by phone, video call, or other appropriate means, where reasonably practicable, • ensure staff are appropriately trained and able to assist people with accessibility-related queries, • consider alternative ways to support applicants where standard online processes create material access barriers, while recognising the need for standardised records, fairness, and accountability, • research and collaborate with other agencies on how to remove barriers

GOAL 4: To consider ways to better support accessibility-related costs.
ACTION
• allow for accessibility costs to be considered in relevant budgets, • explore targeted mechanisms such as accessibility-related top-ups or support funding where feasible, • ensure such processes are handled in ways that respect privacy and mana as far as possible.
GOAL 5: To consider accessibility when planning and delivering meetings, hui, consultations, workshops, and events.
ACTIONS
• ensure accessible venues and formats • provide remote participation options where practicable • provide advance distribution of accessible materials • consider captioning, NZSL interpretation, or other accessibility supports where reasonably practicable.
GOAL 6: To use our influence to encourage accessibility consideration where possible in funded activity and in the Sectors we work with.
ACTIONS
• encourage funded projects to consider accessibility in release and audience engagement wherever possible, • include accessibility expectations in relation to funded events, touring, or sponsorship activity where appropriate, for example by asking organisers to make good-faith efforts to consider venue and event accessibility.
GOAL 7: To build our staff capability and awareness to support implementation of this policy
ACTIONS
• disability and accessibility staff training, • practical guidance on accessible communications and documents, • internal support on how to respond to accessibility needs in a mana-enhancing way, • clearer internal accountability for accessibility-related improvements.
GOAL 8: To handle accessibility-related information with a high level of confidentiality acknowledging that disclosing disability or access needs maybe difficult for some
ACTIONS
• only seek disability-related information where there is a clear purpose, • seek to collect and handle such information in respectful and mana-enhancing ways, • and improve data collection over time where doing so helps NZ On Air understand and respond to barriers more effectively.

This strategy will be reviewed periodically to ensure it remains fit for purpose and reflects: