Business Disability Forum

Creating a disability-smart world together

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“Business Disability Forum has been a great support to our organisation, definitely value for money”.

Arleen Brown, Head of Equality, Diversity & Inclusion, Croydon Health Services NHS Trust.

Read on to find out why more than 350 leading brands are already part of our family.

# Who we are

We are Business Disability Forum.

We believe the 26 million people in the UK and over one billion people worldwide with disabilities and long-term conditions enhance the social and economic health of our societies. We exist to remove barriers in business structures and Government that prevent disabled people from thriving and contributing in this way.

We are a not for profit membership organisation with 30 years’ experience of working with business to transform the life chances of disabled people as employees and consumers.

Our team of highly experienced professionals have wide experience of relationship management, advice, consultancy, policy and research and learning and development. What unites us is our passion for disability inclusion and commitment to creating a disability smart world together with our Member and Partners.

Our 350+ Members and Partners represent a huge cross sector of UK and global business, employing an estimated 20% of the UK workforce and over eight million   
people worldwide.

We provide them with a wealth of practical advice and support, thought leadership and networking opportunities so that they can share what works – and what doesn’t!

In turn, we share this feedback and experience with government and policy makers to help shape disability policy that works.

What our memberships says:

“At Unilever, our vision is to build a diverse and inclusive workplace, where everyone, including people with disabilities, are free to bring their full and authentic selves to work.

With 30 years of expertise, Business Disability Forum is the perfect partner to help us in building our physical and systems accessibility and we have worked together to develop a global disability inclusion programme that aims to engage and equip colleagues working across 190 countries.

Through this partnership, we are reinforcing our commitment to be the number one employer of choice for persons with disabilities by 2025”.

Aline Santos Farhat, Global Executive Vice President Marketing & Chief D&I Officer, Unilever.

# What we do

We think. We advise. We share.

Our community of businesses, thought leaders, and disabled people develop research which influences Government and business policy development.

Our Advice Service provides a responsive space for any professional working on any aspect of disability inclusion – from HR professionals and D&I leads to people managers – to talk through ideas, troubleshoot, and get case management support on the disability related challenges in their business.

The Advice Service is a confidential service and is open 9am to 5pm, Monday to Friday (via telephone or email).

Our events, sector networks, and subject task groups bring together professionals with shared interests to learn from one another, share insight on what works, and collaborate on a whole host of projects.

We provide practical, evidence-based, strategic solutions for businesses to recruit, retain, and provide inclusive products and services to disabled people.

Our bespoke consultancy services and L&D solutions are tailored to support you and our resources and toolkits provide practical support on a range of topics.

# How we can help you

When you become a Business Disability Forum Member or Partner, you can enjoy access to a growing range of networks and events.

Here you can learn and connect with your peers in a safe space – to share both what does and doesn’t work.

We discuss a wide range of topics around disability as it affects business. (Until further notice we are running our events online.)

What our memberships says:

“We are proud that our membership includes many of the UK’s largest businesses and public sector employers so you can tap into the knowledge and experiences from organisations who are at different stages of their disability smart journey.

Business Disability Forum brings a different viewpoint and plays a critical part, not only in educating Members but in providing realistic help and support for people who are experiencing short and longer term challenges... their role is crucial in keeping the conversation of diversity and inclusion in the workplace going and high on everyone’s agenda”.

Ciaran Baker, HR Manager – Occupational Health & Wellbeing, National Crime Agency.

## Benefits overview

### Table 1: Advice and support

|  |  |  |
| --- | --- | --- |
|  | Partner | Member |
| Advice service | Available | Available |
| Business Partner | Not available | Available |
| Disability Confident Leader validation | Available | Available |
| Flexible Partner consultancy offer\* | Available | Not available |
| Partner breakfast | Available | Not available |
| Policy reviews (up to five) | Available | Available |

\*Our Flexible Partner Offer provides routes in which Partners can use their five days of consultancy: i.e. learning and development, recruitment reviews, workplace adjustments reviews, customer work – all in a flexible format.

### Table 2: Knowledge and resources

|  | Partner | Member |
| --- | --- | --- |
| Access to our Knowledge Hub  (including webinars and podcasts) | Available | Available |
| Disability Smart Audit | Available | Available to purchase with Member discount |
| Disability Smart Self-Assessment with Benchmark (Coming soon) | Available | Available |
| Paid-for toolkits and resources (such as Meetings Matter guide, and People Manager Toolkit and guides, Condition Specific briefings and Global guides) | Available | Available to purchase with Member discount |
| Toolkits (Mental health, inclusive communication, neurodiversity, COVID-19) | Available | Available |
| Use of BDF logo on your website (signifying working on your disability smart journey) | Available | Available |

### Table 3: Sharing practice (currently delivered virtually)

|  | Partner | Member |
| --- | --- | --- |
| Global conference | Available | Available |
| Leader to leader dinners for CEOs | Available | Not available |
| Learning and development | Available | Available to purchase with Member discount |
| London conference | Available | Available to purchase with Member discount |
| President’s group dinners | Available | Not available |
| Professional development workshops | Available | Available to purchase with Member discount |
| Regional networks | Available | Available |
| Scotland conference | Available | Available |
| Sector networks | Available | Available |
| Summer reception | Available | Available |
| Taskforces\* | Available | Available to purchase with Member discount |
| Technology conference | Available | Available |

\*View the full list of taskforces at [businessdisabilityforum.org.uk/networks-and-taskforces](https://businessdisabilityforum.org.uk/networks-and-taskforces)

# What our membership says

We have strong relationships with our Members and Partners and we appreciate their feedback, here’s what some of them had to say about our work.

**“Our membership with Business Disability Forum is useful in lots of ways. They have supported us to complete our Disability Standard assessment, kept us informed and ambitious on disability inclusion, and they have really helpful advice service, toolkits and best practice”.**

Emma Lawrence, Senior Equality and Diversity Policy Officer, Nursing and Midwifery Council.

“As the Board Sponsor for Disability, Carers and Age at Sainsbury’s, I am proud of our long-standing partnership with the Business Disability Forum.

At Sainsbury’s, we want to be the most inclusive retailer where every single one of our colleagues can fulfil their potential, and all our customers feel welcome when they shop with us. We are committed to improving our accessibility in store and online, by creating new initiatives that will drive real change, now and in the future. Our relationship with Business Disability Forum has been constructive in helping us to achieve these goals. I would encourage other businesses to get involved in this conversation and think about how they can become more inclusive”.

Tim Fallowfield OBE, Company Secretary and Corporate Services Director, and Board Sponsor for Disability, Carers and Age, J Sainsbury plc.

“Inclusion is very important to us at Lloyds Banking Group, as we believe everyone should have the opportunity to reach their full potential within an environment where they feel included, valued and empowered to be their best. Research has shown the most inclusive organisations are able to better understand the needs of the customers and communities they serve. Disability inclusion and creating an accessible environment for our colleagues and customers with disabilities is key to this.

We are very proud to be a Partner of Business Disability Forum. Having access to their wealth of knowledge, and support as well as a chance to learn from, and share best practice with like-minded organisations enables us to continue to improve the experience for our colleagues and customers with disabilities. In addition, their disability standard allows us to visibly demonstrate our commitment to disability inclusion, supporting us to attract a more diverse range of talent”.

David Oldfield, Group Director, Commercial Banking, Lloyds Banking Group.

“**Disability inclusion and enablement is important to us at Royal Dutch Shell. We know that having inclusive ways of working for people with disabilities is vital for the well-being of our employees, and the success of our business. Having the right global policies provides clarity and direction to our leaders, who in turn, can provide the right support so that everyone working in the company is able to contribute and thrive. We partner with other organisations so that we can learn from them and improve our approach and policies. That is why our work with Business Disability Forum is so important.**

**It is by working together with BDF and other companies that we can help create a better work environment for all people with disabilities”.**

Lyn Lee, Chief Diversity and Inclusion Officer, Shell.

## Check out some of our Partners:

* Accenture
* Barclays
* BBC
* Burberry
* Deloitte LLP
* Department for Transport
* HSBC
* Lloyds Banking Group
* Microsoft
* Natwest Group
* PWC
* Sainsbury’s

## Check out some of our Members:

* AA
* Bank of Ireland
* Cabinet Office
* Experian
* Facebook
* Greene King
* H&M
* IKEA
* John Lewis Partnership Plc
* Pret a Manger
* RNIB
* Texthelp

# Connect with us

Our membership includes many of the UK’s largest businesses and global brands as well as public sector employers and SMEs.

Join us and learn from organisations who are at different stages of their disability-smart journey as well as accessing a wide range of advice and support. Learn about all the membership and partnership benefit details at our website at businessdisabilityforum.org.uk

Or if you’d like to find out more about membership with an initial conversation, please contact our Director of Membership, David Goodchild via email at [davidg@businessdisabilityforum.org.uk](mailto:davidg@businessdisabilityforum.org.uk) or call 020-7089-2411.

What our membership says:

“Our partnership with Business Disability Forum is really productive…we get a lot out of the comparison, the coaching and looking at what other firms are doing”.

Tony Cates, Vice Chair and Partner at KPMG UK.

# Contact us

[www.businessdisabilityforum.org.uk](http://www.businessdisabilityforum.org.uk/)

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Facebook: [facebook.com/DisabilitySmart](https://www.facebook.com/DisabilitySmart)

Instagram: [instagram.com/DisabilitySmart](https://www.instagram.com/DisabilitySmart/)

LinkedIn: Search for ‘Business Disability Forum’

Twitter: [twitter.com/DisabilitySmart](https://twitter.com/DisabilitySmart)

YouTube: [youtube.com/user/EFDVideos](https://www.youtube.com/user/EFDVideos)

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