



**Creating a disability-smart  
world together**

“

**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**



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# Who we are

**Business Disability Forum** is the leading business membership organisation in disability inclusion.

We are trusted partners, working with business, Government and disabled people to improve the life experiences of disabled employees and consumers, by removing barriers to inclusion.

- We work with over 500 Members and Partners employing nearly 20% of the UK workforce and an estimated 8 million people worldwide.
- We advise, support and encourage businesses (many of them global) to become more disability-smart.
- We influence policymakers by representing the voice of employers and disabled employees.
- We provide evidence-based thought leadership on how business affects the lives of disabled people.
- We help effect changes in business practices, products, services and policies, that positively impact the life experiences of disabled people, and also benefit business.

## 4 Business Disability Forum



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**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 over 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 work with over 500 of the UK's largest businesses, global brands, public sector organisations and SMEs to help them recruit and retain disabled employees and provide inclusive products and services to disabled people.

Our membership has access to:

- **A community of businesses of all sizes**, (many of them global), thought leaders, and disabled people who all want to improve the life experiences of disabled people by removing barriers to inclusion.
- **Expert, tailored, in-depth, specialist advice** from our confidential Advice Service (available by phone and email) for professionals working on any aspect of disability inclusion - from HR professionals, D&I leads to people managers.
- **Opportunities through events, webinars, Networks and Taskforces** to share, learn from each other and collaborate on projects.



- **Practical evidence-based, disability inclusion solutions for business** through our experienced, supportive, specialist Disability Business Partners who can work with every business area and at every level, wherever you are on your disability-smart journey.
- **Thought leadership** and the latest business and policy insights on disability inclusion.
- **Practical resources in our extensive Knowledge Hub** on a wide range of topics.
- **Opportunities to participate in research**, providing valuable insight and evidence to shape disability policy, through The Forum, our policy and research think tank.

We also offer bespoke consultancy services and Learning & Development solutions, and a range of publications for purchase.

For a full list of membership benefits see page 12.





# Learning together

When you become a Business Disability Forum Member or Partner, you also enjoy access to a growing range of networks, topic-based taskforces and events. Currently these are all running online.

Here you can:



**share, learn, connect and collaborate** with your peers in a safe space – to share what does and doesn't work.



**discuss a wide range of topics** around disability as it affects business.





What our Members say:

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**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**

# Membership benefits overview

**Table 1: Advice and support**

	Partner	Member
Advice service	●	●
Disability Business Partner	○	●
Senior Disability Business Partner	●	○
Disability Confident Leader validation	●	●
Flexible Partner consultancy offer*	●	○
Partner breakfast	●	○
Policy reviews (up to five)	●	●

● Available

○ Not available

\*Our Flexible Partner consultancy offer allows Partners to use their five days of consultancy as they choose. These might include learning and development, recruitment reviews or workplace adjustments reviews.

**Table 2: Knowledge and resources**

	Partner	Member
Access to our Knowledge Hub (including webinars and podcasts)	●	●
Disability Smart Assessment	●	●
Disability Smart Audit	○	●
Paid for resources including Global guides	●	●
Toolkits (including Mental Health, Inclusive Communication, People Manager, Neurodiversity and more)	●	●
Use of BDF logo on your website	●	●

- Available
- Available to purchase with Member discount
- Available with use of Flexible Partner Days

**Table 3: Sharing practice**

	Partner	Member
Annual conference	●	●
Global conference	●	●
Leader to leader dinners and roundtables for CEOs	●	○
Learning and development	●	●
Partners' group dinners	●	○
Professional development workshops	●	●
Regional networks	●	●
Scotland conference	●	●
Sector networks*	●	●
Taskforces*	●	○
Technology conference	●	●

- Available
- Available to purchase with Member discount
- Available (Global and Technology Taskforces at additional cost)
- Not available

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

# Key highlights



**Over 500**

**Members and Partners,  
more than half are global.**

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**Membership employs nearly  
20 per cent of the UK workforce and an  
estimated 8 million people worldwide.**

.....



**Over 30 years' experience  
supporting organisations on their  
disability-smart journeys.**

# What our Members say

We have strong relationships with our Members and Partners and we appreciate their feedback. Here's what some of them say about our work.



**Our membership with Business Disability Forum is useful in lots of ways. They have supported us to complete our Disability Smart Assessment, kept us informed and ambitious on disability inclusion, and they have a 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**

## Some of our current Partners



accenture



BARCLAYS



BBC



Cabinet Office



BURBERRY



Deloitte.



HSBC



LLOYDS  
BANKING GROUP



Microsoft



NatWest  
Group



pwc



Sainsbury's

## Some of our current Members

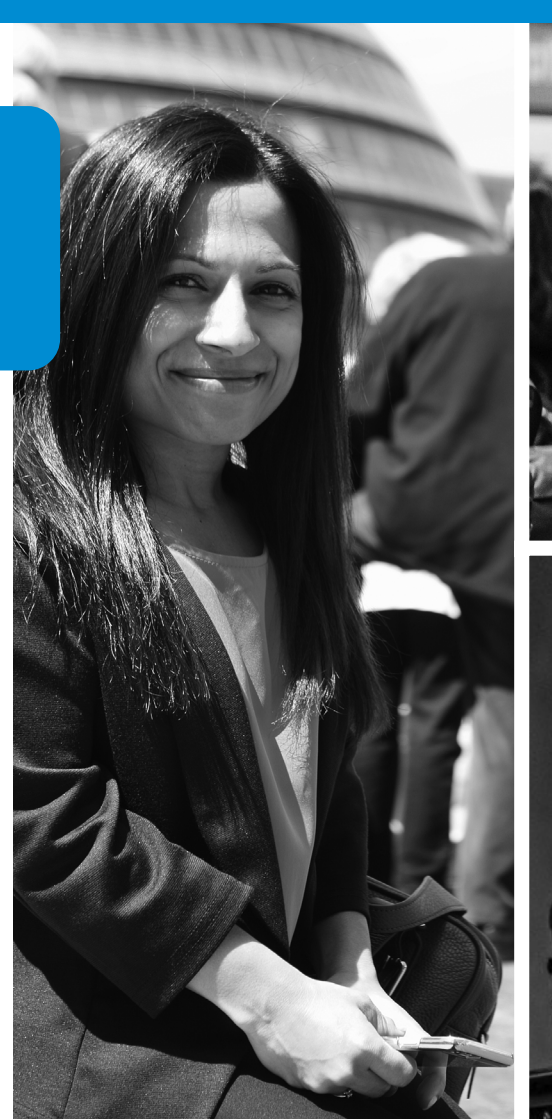


# Join us - become a Member or Partner

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

Join us to access advice and support and learn from organisations who are at different stages of their disability-smart journey.

- Find out more about membership at [businessdisabilityforum.org.uk/membership/](https://businessdisabilityforum.org.uk/membership/)
- Contact David Goodchild, Director of Membership. Email at [davidg@businessdisabilityforum.org.uk](mailto:davidg@businessdisabilityforum.org.uk) or call 020-7089-2411.





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**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, former Vice Chair and Partner at KPMG UK.**



# Contact us

**[businessdisabilityforum.org.uk](https://businessdisabilityforum.org.uk)**

**+44-(0)20-7403-3020**

**Membership enquiries:**

**[davidg@businessdisabilityforum.org.uk](mailto:davidg@businessdisabilityforum.org.uk)**

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

**LinkedIn: Search for 'Business Disability Forum'**

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

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

**[businessdisabilityforum.org.uk](https://businessdisabilityforum.org.uk)**

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60 Gainsford Street, London SE1 2NY.

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