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All images used in this brochure are from our Disability Smart Image Bank.






Find out more at businessdisabilityforum.org.uk/changing-the-image



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 600 Members and Partners employing nearly 20% of the UK workforce and a further 16 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.



“

We really value being a Partner of Business Disability Forum, and we think it gives us access to 3 really key things. Firstly, the support of a dedicated consultant who we can go to with any questions that we might have about disability inclusion. Secondly, we really value the events, resources and thought leadership. And finally, we really value the access that we get to Networks and Taskforces, such as the Technology Taskforce, which we've been engaged with for many years now.

Kim Whippy, Enablement Manager, PwC UK.



What we do

We work with over 600 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 to D&I leads and 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, leading our policy thinking.

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:

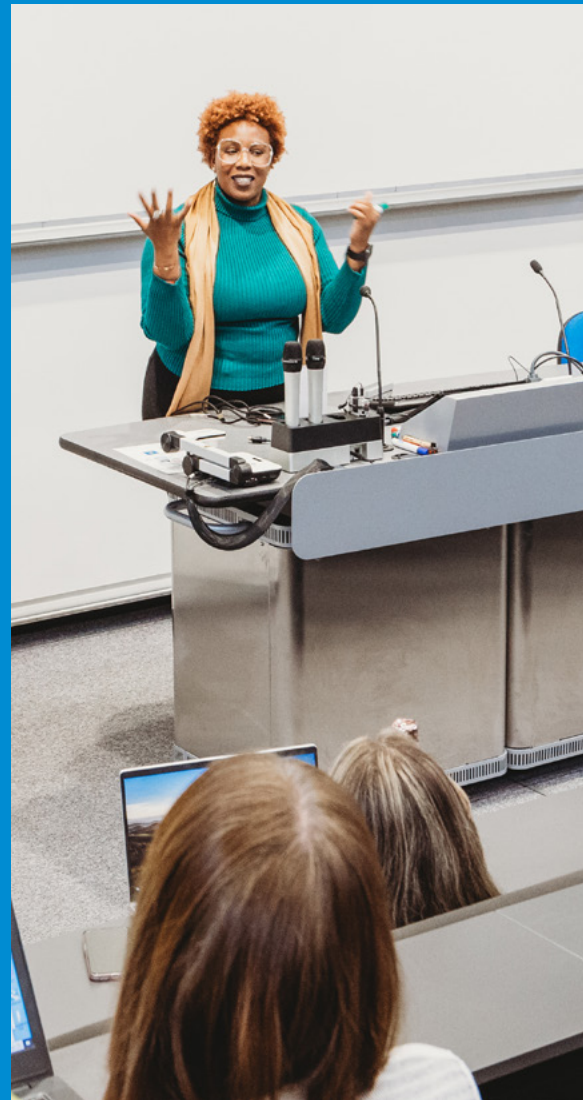
- ✓ **Share, learn, connect and collaborate** with your peers in a safe space – to share what does and doesn't work.
- ✓ **Discuss a wide range of topics** around disability as it affects business.



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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*	●	○
Policy reviews (up to 5 for Members, unlimited for Partners)	●	●

●

 Available

○

 Not available

*Our flexible Partner consultancy offer allows Partners to use their 5 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 Self-Assessment	●	●
Global Assessment	●	●
Disability Smart Audit	○	●
Disability Smart Image Bank	●	●
Paid for resources including Global guides	●	●
Toolkits (including Technology, Disability Confident, Neurodiversity, People Manager 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	●	●
Sector networks*	●	●
Taskforces*	●	○

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

*View the full list of Networks and Taskforces at businessdisabilityforum.org.uk/networks-and-taskforces

Key highlights



over 600

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

.....



**Membership employs nearly
20 per cent of the UK workforce and a
further 16 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.

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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 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

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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

The Accenture logo features the word "accenture" in a black, lowercase, sans-serif font. A small purple chevron symbol is positioned above the letter 'u'.The Barclays logo consists of a blue shield emblem with a white eagle on the left, followed by the word "BARCLAYS" in a blue, uppercase, sans-serif font.The BBC logo is composed of three black squares, each containing a white letter: "B", "B", and "C".The Cabinet Office logo features the Royal Coat of Arms on the left, followed by the words "Cabinet Office" in a black, serif font.The Burberry logo is the word "BURBERRY" in a black, uppercase, sans-serif font.The Deloitte logo features the word "Deloitte" in a black, sans-serif font, followed by a small green dot.The HSBC logo consists of a red hexagon with a white diagonal cross, followed by the letters "HSBC" in a black, uppercase, sans-serif font.The Lloyds Banking Group logo features the words "LLOYDS BANKING GROUP" in white, uppercase, sans-serif font on a green rectangular background, with a black silhouette of a horse on the right.The Microsoft logo consists of four colored squares (red, green, blue, yellow) arranged in a 2x2 grid, followed by the word "Microsoft" in a grey, sans-serif font.The NatWest Group logo features a purple geometric design of three interlocking cubes, followed by the words "NatWest Group" in a purple, sans-serif font.The PwC logo consists of a stylized orange and yellow graphic above the letters "pwc" in a black, lowercase, sans-serif font.The Sainsbury's logo features the word "Sainsbury's" in an orange, sans-serif font, with a thin orange swoosh underneath.

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/

Contact David Goodchild, Director of Membership.
Email at **davidg@businessdisabilityforum.org.uk**
or call **020-7089-2411**.

“

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

+44-(0)20-7403-3020

enquiries@businessdisabilityforum.org.uk

Bluesky: [@businessdisability.bsky.social](https://bsky.social/@businessdisability)

Facebook: facebook.com/DisabilitySmart

LinkedIn: Search for 'Business Disability Forum'

YouTube: youtube.com/user/EFDVideos

businessdisabilityforum.org.uk

Business Disability Forum is committed to ensuring that all its products and services are as accessible as possible to everyone. If you wish to discuss anything with regard to the accessibility of this document please contact us.

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