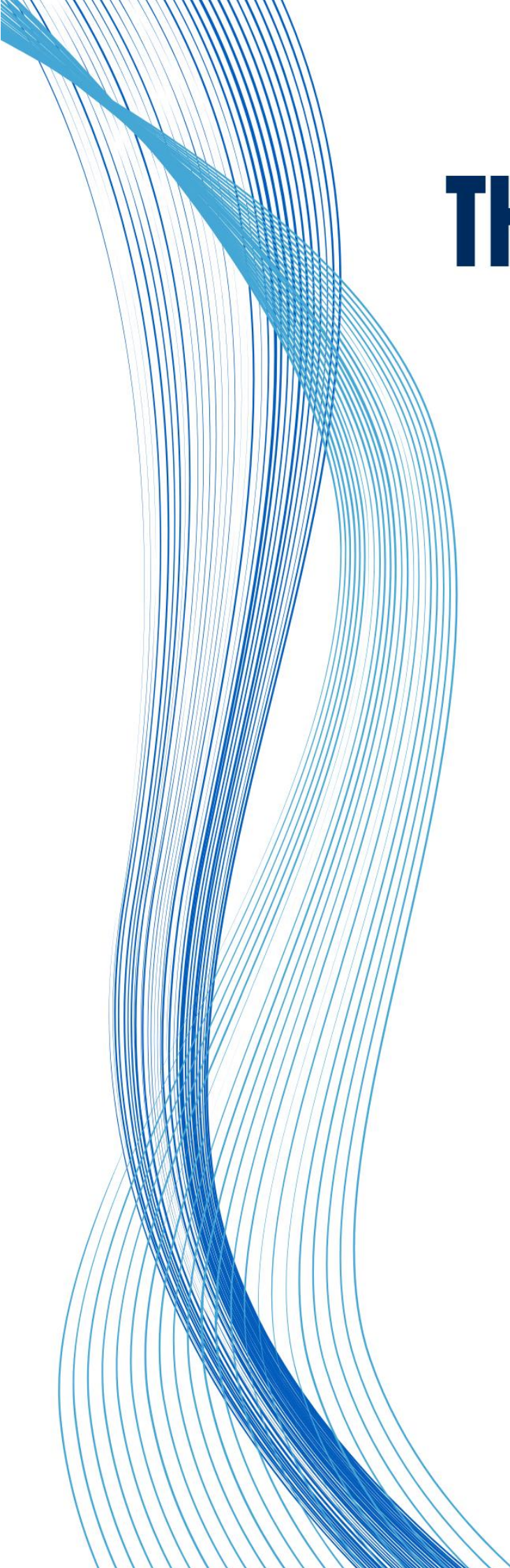
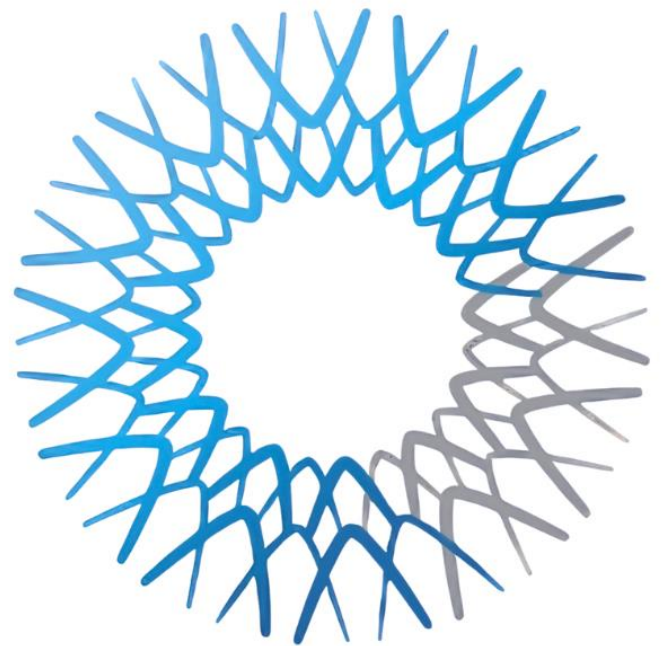




THE BUSINESS & DISABILITY PARTNERSHIP AGENDA



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The Business & Disability Partnership Agenda

We recognise that partnerships with business present exciting opportunities to transform the life chances of people with disabilities as we set out to meet the legitimate needs and expectations of *both* employers *and* people with disabilities.

We _____ therefore commit to building our capacity to support private sector organisations as valued stakeholders, as potential end- users of our services, and as potential allies.

We will use this Agenda for Action as a strategic planning and communications framework, and will report on progress to our Board/ Senior Leadership Team/membership.

SIGNED: _____

For the Organisation: _____

DATE: _____

This 10-point framework enables the disability sector to collaborate to mutual benefit with the private sector as valued stakeholders, valued service users, and potential allies by:

1. Proactively nurturing relationships with people in business

We will nurture productive personal and professional relationships with people in the private sector, across a range of industries and seniority levels, and will raise the profile of the brands and business leaders demonstrating commitment.

2. Conveying a new business & ethical case for corporate best practice

We will communicate a compelling business and ethical rationale for the best corporate practice called Disability Confidence. We will constantly challenge stereotypes of both 'business' and 'disability' by bringing people with disabilities and people in business together, to learn directly from each other. We will encourage corporate best practice and discourage mere compliance.

3. Encouraging businesses to improve their disability performance using the ILO Global Business & Disability Network Self-Assessment

<https://sat.businessanddisability.org/>

We will encourage employers to use the ILOGBDN Global Benchmark to measure their disability performance and will offer to help them improve their scores over time. We will measure our own performance by how many service users with disabilities gain and/or retain meaningful jobs and careers. And by employer satisfaction with the business relevant services and supports that we provide.

4. Using Collaboration Agreements to structure mutually beneficial collaboration

We will routinely manage our relationships with the private sector through structured Collaboration or Partnership Agreements. These will set out both any practical support we promise to the employer, as well as the employer's commitment to removing barriers as needed.

5. Supporting managers as well as candidates and employees with disabilities throughout the employment cycle

We will enable employers and individuals to access expert support at every stage of the employment journey including:



6. Ensuring expert business relevant support is readily available

We will ensure employers have easy access to authoritative, business relevant tools and expert guidance - to include access to expertise regarding accessible technology, the built environment and customer care.

7. Helping employers deliver innovative recruitment & retention strategies

We will help employers to design and deliver innovative, demand-led recruitment strategies, prioritising those that bring disabled people into mainstream Learning and Skills provision and then into coordinated Talent Pipelines. Such demand-led pipelines could offer mentoring, paid internships, apprenticeships, soft skills training and First Shot Projects.

8. Monitoring the satisfaction of both employers and individuals

We will routinely monitor both employer and disabled people's satisfaction with the messages and support services on offer. And will ask business leaders, as our expert advisors, how we can continue to build our capacity to meet the needs and expectations of the private sector- so that disabled people also benefit.

9. Employing colleagues who have worked in the for-profit sector

We will seek to employ people with significant private sector experience- and ensure that our employer-facing colleagues are routinely in touch with people in business. Team development will include 'Business Confidence Training' to be delivered in partnership with the local business community.

10. Encouraging businesses to leverage their collective influence as allies

We will encourage business leaders as allies of persons with disabilities to leverage their collective influence on public policy, on job markets, and on society more generally - and will proactively encourage business-led 'National Business Disability Networks'- to the mutual benefit of business and people with disabilities.

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