

Scope for Business

How organisations
can embrace
disability inclusion

SCOPE = Equality for
disabled people

Elisabeth's story



16 million
disabled people
in the UK

That's 1 in 4 of us

“

It makes me feel **frustrated** and **useless**. I cannot call helpline numbers due to my hearing loss so I often feel like **my only other option** is to ask a hearing person to help.”

“

I personally feel **left out** or **left behind.**”

49% of working age adults feel **excluded** from society because of their condition or impairment

41% of working age disabled people don't feel **valued** by society

The social model of disability

People are disabled by barriers in society.

Physical barriers

Digital barriers

Attitudes

The 3 pillars of disability inclusion in the workplace

Culture

Social model and attitudes

Disabled colleague networks

Processes, policies, brand guidelines

Accessibility

Physical and digital

Accessibility training and champions

Accessible recruitment

Employment

Adjustment passports and Access to Work

Flexible and home working

Disability leave

Culture



Social model and attitudes

Disabled colleague networks

Processes, policies, brand guidelines

Accessibility



Physical and digital

Training and
champions

Accessible
recruitment

Employment



Adjustment
passports and
Access to Work

Flexible and home
working

Disability leave

Become a
gamechanger

“We are all only
temporarily not disabled”

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Thank you

