

Access and Diversity Services

Disabled people – our mission

Scope have been campaigning for disabled people's equality (and for the inclusion of disabled people) for more than 50 years. We want our society to be the first where disabled people achieve full equality. Our training, consultancy and access services are delivered by professionals with the common goal of disabled people achieving equality. We have the expertise to enable organisations to fully engage their disabled employees and customers. The services provided by our Access and Diversity team support Scope's Time to Get Equal campaign to:

- Transform the physical and intellectual landscape for disabled people in this country so they achieve real equality
- Improve access to goods and services, access to voting, education, employment, health, housing and transport
- Promote reasonable adjustments to businesses.

Disabled people – your business

Considering disabled people in the services you provide makes good business sense for the following reasons:

Legislation – For organisations, whatever their size or sector, the duties placed on them by legislation like the Disability Discrimination Act 1995 (DDA) and the Disability Equality Duty 2006 (DED) are making them think more proactively about disability equality issues today, than ever before. It isn't just about demonstrating corporate responsibility; being confident about disability makes great business sense too.

Consumer market – More than 10 million people in the UK are considered to be disabled, and have protection under the DDA (1995). It's not a number that it is sensible to ignore. That's one in six of the population. It's a consumer market that, according to the Department for Work and Pensions' Family Resource Survey, has an estimated spending power of £80 billion a year. So, whether they are employees or consumers, disabled people can contribute greatly to the success of any organisation.

Diversity – Increasingly, organisations are coming to appreciate that disabled individuals have the talent, motivation and experience that make them highly effective employees. By fostering diversity in their workforces, organisations can become more flexible and responsive to the needs of more potential customers. By making their products, services and premises more accessible, organisations can sell more effectively to their customers. It's a situation where everyone benefits. What is good for disabled people is good for everyone in the organisation. Everyone benefits from diversity.



Time to get equal

scope

About cerebral palsy.
For disabled people achieving equality.



The way forward

If your organisation wants to benefit from these opportunities – such as understanding disability issues, complying with disability legislation, employing and retaining talented disabled individuals and to win customer loyalty – Scope's Access and Diversity Services can help you fulfil these needs.

Scope

Few organisations can match Scope's understanding of disability. We are experienced at analysing a business (before identifying strengths and areas for development) and devising tailored solutions to meet an organisation's specific needs.

Solutions that we have developed include the following:

- Development of an Access Strategy and Integrated Access Assessment Toolkit
- Development of and recruitment to a Corporate Disability Equality Reference Group
- Concept development and training of a cohort of Disability Equality Champions
- Motivational speaking at a range of events
- A tailored package of Disability Equality Training (DET) and development of a bespoke training pack
- An accessibility assessment and tailored package of training on accessible communication methods
- Tailored packages of Equality and Diversity training, plus training on accessible communication methods.

Disability Equality Training (DET)

We support organisations to handle disability issues effectively, through our Disability Equality Training (DET) programmes.

Our courses use the Social Model of Disability as a foundation and the statutory and legal framework as a basis for learning. One of the key objectives of our DET courses is to enable participants to identify barriers that disabled people face and initiate practical solutions to remove these.

Our Disability Equality Training team draw upon the resources of Scope, its people, expertise and experience to assist in producing and delivering high-quality training. All our experienced disabled trainers bring a wealth of professional knowledge and real insight into disability issues.

We strive for more than just disability awareness, but for the delivery of equality and inclusion.

In addition to Scope's DET courses, we also offer our **Interactive Disability Equality Training (iDET) Toolkit**. This enables both public and private sector organisations of any size to deliver effective disability equality training (in a two-hour session) to staff and management. The primary target audience is front line staff with a customer-facing role.

Scope's iDET Toolkit is a cost-effective, comprehensive pack of up-to-date, authoritative and expert training material. It comes as an interactive and modular format for straightforward internal delivery.

Cost (2008, exc. VAT and exc. post and packing):

£400: per toolkit

£2.50: for additional trainee handbooks

Additional services:

One day iDET Train the Trainer courses, designed to prepare staff to deliver the iDET toolkit to their organisation.

Equality and Diversity Training

We are adept at designing, preparing and delivering Equality and Diversity training courses targeting all levels of staff, from senior managers to customer-facing staff.

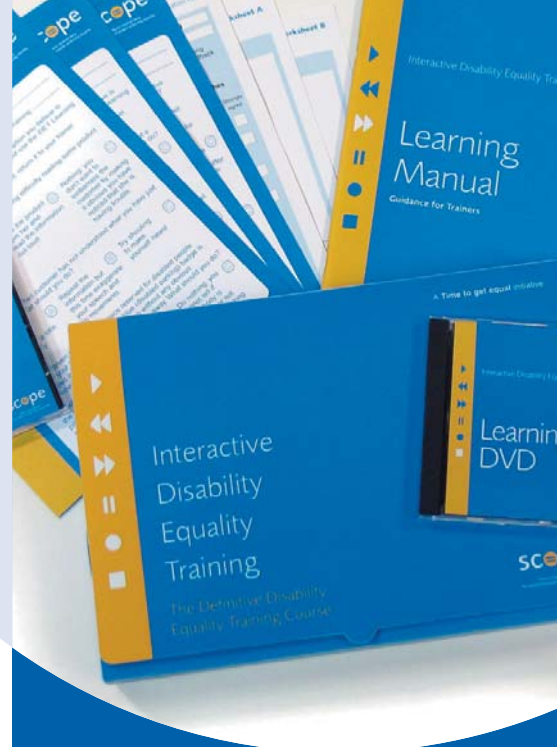
"We are very satisfied with the quality of the service provided by the Access and Diversity team from the point of view of value for money, professionalism in provision of advice and consultancy, professionalism in working relationships, high-quality training products and materials and excellent trainers."

Fiona Scott, Equality Officer, Bromsgrove District Council

Consultancy

In addition to training events, we also offer a consultancy service, which can help with the following type of projects:

- Implementation of your Disability Equality Scheme
- Meeting the needs of disabled people in your recruitment practices and procedures
- Establishing an Involvement Forum to support your organisation to meet the needs of disabled people and to meet their requirements under the DDA and Disability Equality Duty
- Facilitation of workshops and conferences
- Auditing and reviewing assessment centre practices
- Providing advice and guidance on making reasonable adjustments
- Examining the recording and monitoring of staff data.





Access Services

Our Access Services can help you with the following types of service:

- A Website and Intranet Accessibility Audit
- A Design and Access Statement
- An Access audit
- A Desk-based Access Audit of plans and building/office layouts
- A Plans and Access Workshop
- Access training.

Audits are carried out by expert qualified chartered surveyors and auditors accredited with the NRAC, the National Register of Access Consultants.

The Audits will identify the adjustments needed to make both the premises and practices accessible to disabled customers and will help to ensure compliance with the requirements of the DDA, the Disability Discrimination Act.

Your organisation – our approach

Since March 2005, the Access and Diversity team has specialised in delivering high-quality training and consultancy to a wide range of organisations from local authorities to private sector companies.

All our experienced disabled trainers bring a wealth of professional knowledge and real insight into disability issues.

We have a proven track record of tailoring our services to organisations' needs and cultures. Our bespoke solutions achieve real and measurable results.

For further information on Access and Diversity Services

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Time to get equal

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About cerebral palsy.
For disabled people achieving equality.

Scope is
a registered
charity

