

Training and Consultancy at Leonard Cheshire

We equip you to remove barriers for disabled people in the workplace, working closely with you to provide a bespoke solution for lasting organisational change.

Client testimonial: Royal National Institute for Deaf People (RNID)

RNID is a national charitable organisation working on behalf of the UK's 12 million people who are deaf, have hearing loss or tinnitus. The organisation works with communities and partners across several sectors to make society deaf aware and inclusive.

The brief

The Disability Confident scheme is a UK government scheme to help organisations recruit, retain and develop disabled people who will help their business to succeed. Accreditation lasts for a maximum of 3 years. RNID are Disability Confident Leaders Level 3 and sought a partner to assist with the renewal of their accreditation. For Level 3, RNID reviewed their self-assessment, then updated their evidence validation templates including their evidence on voluntary reporting. RNID submitted their self-assessment to Leonard Cheshire to be re-evaluated independently, following which RNID completed the Disability Confident Leader form on the gov.uk website.

The solution

Our Training and Consultancy team assessed the evidence provided by RNID against each of the self-assessment criteria. The team also provided guidance and recommendations to further improve disability practices. RNID was commended for their strong commitment to disability inclusion that runs through their submission. Leonard Cheshire was particularly pleased to see evidence of adjustments that remove barriers for disabled employees, improving the learning and development of disabled employees, use of a wellbeing at work and adjustment passport and engaging with the staff Deaf Awareness Group.

The outcome

Following a review of the self-assessment and supporting evidence, Leonard Cheshire identified that RNID are delivering against all the core criteria and actions and are employing disabled people.

RNID's evidence also demonstrated that they attract, retain and develop disabled people. RNID therefore retained their position as a Disability Confident Leader for a further three years, at which time, Leonard Cheshire would be delighted to undertake a further validation.

Testimonial - Sarah Daniels, Associate Director of People - RNID

"Working with Leonard Cheshire helped us to evidence the organisation we have become and identify the improvements we want to make. We are delighted to retain our Disability Confident Leaders status."

To find out more, visit: leonardcheshire.org/get-support/working/training-and-consultancy

Email: training@leonardcheshire.org **Call:** 020 3242 0200