

# Inclusive workforce practices:

## 10 ways to create an inclusive workforce for disabled people

We have developed ten ways that will help organisations, providing physical activity, to encourage more disabled people into employment.

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1.



### Include me.

Work with disabled people and deliverers to co-produce job roles, activities and projects. Proactively seek and act on feedback and involve participants in decisions.

2.



### Welcome me.

Improve your venues to provide accessible and welcoming environments for all, so I can focus on delivering the activity.

3.



### Reassure me.

Challenge negative attitudes and prejudice about disability across your organisation. Secure commitment from leadership and embed inclusion in policies and practices. Reassure deliverers that they will be supported with resources and advice to be a great deliverer.

4.



### Me, not my impairment.

Create a culture of inclusion. Where everyone can participate and grow as individuals in a person-centred way. Talk to me about my needs or adaptations for my role.



## 5. Show me.



Show people like me in paid and volunteering roles in your marketing. Recognition and sharing of stories and successes will give me more confidence.

## 6. My values.



Empathy, openness, flexibility, and patience are important for supporting me in my role. Create an environment that promotes and embraces these qualities.

## 7. My journey.



Provide me with progression opportunities. Give me clear and equal pathways to meaningful delivery and leadership roles. Help me on my journey, by giving me more responsibility, as well as mentoring and peer support.

## 8. My channels.



Speak to me and other prospective deliverers through the channels I use. Create peer support opportunities and networks to encourage ongoing communication.

## 9. My team.



Commit to me and my colleagues so that we can prioritise inclusion. Promote resources and training on inclusion to all staff.

## 10. My locality.



Build partnerships with local organisations to engage with and learn from others, such as schools and community organisations.

These practices have been developed with disabled people and based on the findings in our Developing Inclusive Leaders in Haringey research.

**Please visit our resources page to view the full report.**

**Get in touch to find out more about GOGA:**



01509 227750



[goga@activityalliance.org.uk](mailto:goga@activityalliance.org.uk)



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