

## Appendix

# Oxfam's policy on disability

As part of its overall mandate to overcome poverty and suffering, Oxfam GB is committed to working for equal rights for disabled people and non-disabled people, both internally within the organisation and externally in its programmes of development, advocacy, and humanitarian work.

Oxfam is striving to increase the social and cultural diversity of its workforce. Its Diversity Strategy, adopted in May 2000, states:

In carrying out our work we will seek to positively include and equally value, for example, black people as well as white people, women as well as men, disabled as well as able-bodied, and older people as well as younger people.

Oxfam's corporate Disability Policy recognises the prejudice and negative discrimination that disabled people commonly experience, and aspires to address them in the following particular ways:

- improving the recruitment of disabled people;
- making every effort to ensure that employees who become disabled remain in employment;
- developing greater awareness of disability among all staff and volunteers;
- providing (where reasonable) accessible services, environments, and buildings;
- reviewing progress on an annual basis.

To try to turn these commitments into reality, Oxfam has adopted a range of initiatives.

- Targets have been set for the increased representation of disabled people, with milestones to measure annual progress.
- The UK government's scheme, *Two Ticks – Positive about Disability*, has been implemented, with the aim of improving the employment opportunities of disabled people.
- Oxfam is working with local disability organisations to improve the recruitment of disabled people into Oxfam as paid staff and as volunteers. Advice is available to help managers to identify appropriate publicity channels in order to reach different identity groups, including disabled applicants.
- Staff training schemes in recruitment and selection skills incorporate an awareness of the rights, needs, and potential contributions of people with impairments.

- Disability-awareness workshops for staff aim to challenge prejudiced attitudes and increase people's understanding of disability-related issues.
- Guidelines have been produced to encourage the production of communications materials which are accessible to people with various impairments.
- Other guidelines help staff and volunteers to organise inclusive events which will be accessible to people of all identities, including disabled people.
- All new Oxfam office and shops, and existing premises where possible, must be accessible by disabled people. This is in accordance with anti-discrimination legislation in the UK.
- A workbook for volunteers on providing good customer service in Oxfam shops includes meeting the needs of disabled customers, also in compliance with UK legal requirements.
- Stories gathered from disabled colleagues about their experiences of working in Oxfam are used to help others to learn about the issues.

Despite this recent progress, Oxfam still has a long way to go. So far, most of the initiatives described above have been limited to the UK context; but all staff and volunteers must be enabled to implement these schemes and use these tools, consistently and across the entire organisation.

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*January 2003*