

DISABILITY CONNECT MENTORING SCHEME BROCHURE

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Disability Connect

INTRODUCTION

The Disability Connect Mentoring Scheme is a diversity mentoring specialist. We offer a range of internal and external traditional and reverse diversity mentoring services and provide disability insight through focus groups and disability product reviews.

We help organisations to harness and maximise the use of diversity mentoring to increase awareness, understanding and confidence of disability to enable them to proactively pursue and reach their diversity and inclusion goals and ultimately create and sustain an inclusive working environment.

OVERVIEW



It goes without saying that disabled people should have the same opportunities as everyone else. There are 14.6 million disabled people in the UK with a collective estimated spending power of £274 billion per year.

Disabled people are still twice more likely to be unemployed compared to non-disabled people and need to apply for 60% more jobs. A massive 20% of the working population have a disability or long-term health condition and 8 out of 10 people acquire their disability during their working life.

Disabled people often experience direct and/or indirect discrimination. This is often not because organisations do not want to support or recruit them but because they are simply unaware of what they need to do or how to approach disability.

Organisations are missing out on the best talent and the business of disabled consumers due to poor accessibility, both physical and digital, and not being disability confident in their approaches.

This brochure outlines the range of services the Disability Connect Mentoring Scheme offers to support you to achieve your diversity and inclusion goals.

Please contact info@disabilityconnect.org.uk if you require this brochure in an alternative format.

DISABILITY CONNECT MENTORING SCHEME SERVICES SUMMARY

Section 1: External Reverse Mentoring

We provide external, reverse disabled mentors to help organisations explore and unpick disability issues and pro-actively pursue their diversity and inclusion goals. The mentors will share their unique disability insight to increase the knowledge, awareness and understanding of their mentee.

See Pages 6 - 11

Section 2: Diversity Mentoring Training

Setting Up A Diversity Mentoring Scheme Training Course – a comprehensive and interactive half-day training course on how to make diversity mentoring work for you and your organisation.

Diversity Mentor Training – a insightful and reflective half-day training course for diversity mentors currently or due to start a diversity mentoring relationship.

Diversity Mentoring Package - a complete mentoring package where we will set-up, train and facilitate a diversity mentoring scheme within your organisation focused on disability.

See Pages 12 - 18

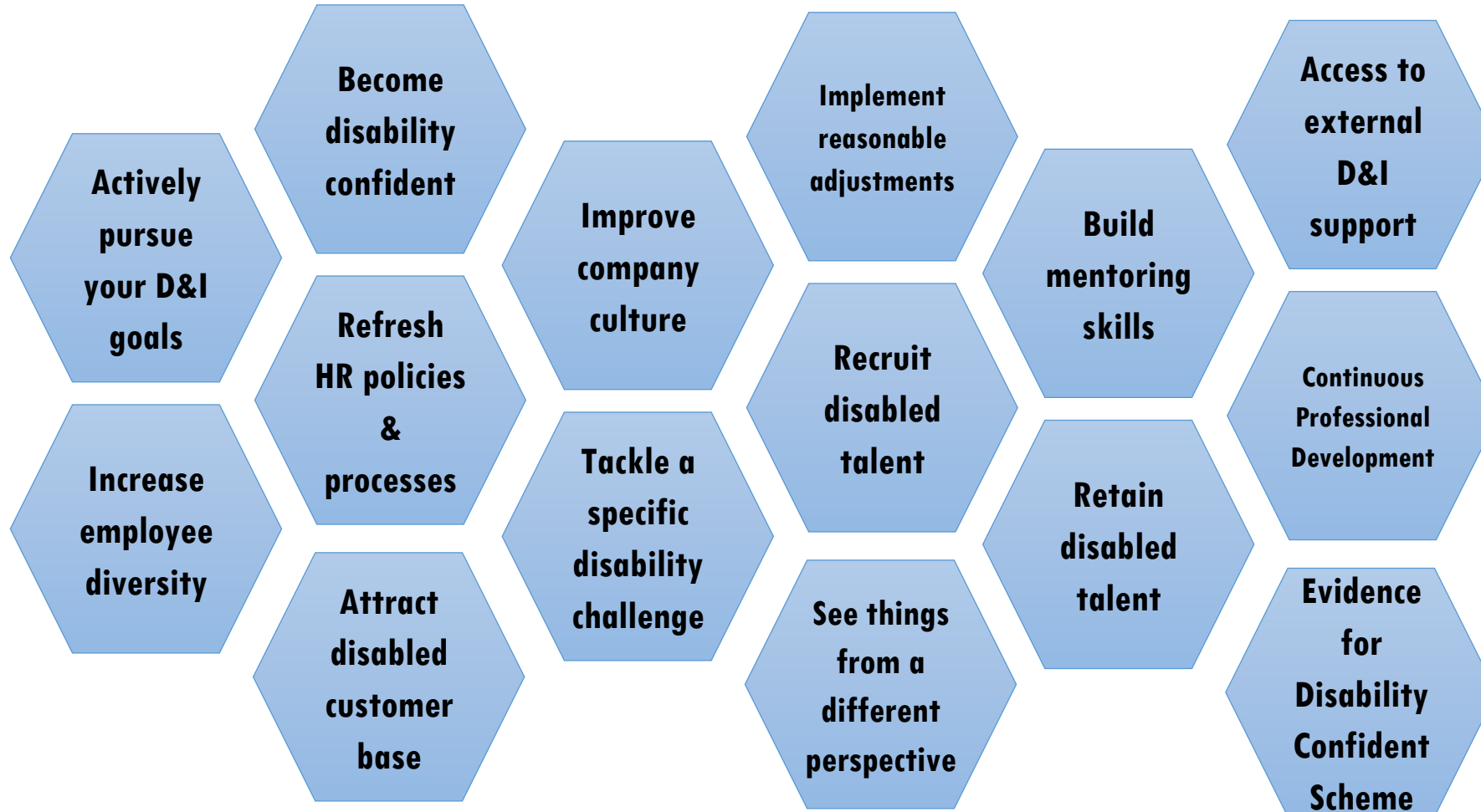
Section 3: Disability Insight

Focus Groups - a safe space for organisations to generate feedback from disabled people on a new or existing product or service and explore disability issues.

Product Review – a comprehensive review service where disabled people, will review products, services, policies and processes and provide recommendations on how they can be strengthened with disability best practice and insight.

See Pages 19 - 21

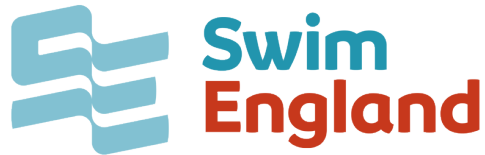
WHY SIGN UP?



Organisations sign up for diversity mentoring and disability insight services for a variety of reasons. You may have a specific disability challenge such as; low declaration rates or poor website accessibility, or you may want to increase your organisations general disability confidence and awareness.

We have a goal focused approach and tailor our services to what you are looking to achieve.

PREVIOUS & EXISTING CUSTOMERS



Mentee Satisfaction Rate



9.86 Average Rating

Mentor Satisfaction Rate



9.82 Average Rating

Client [testimonials](#) can be found on our website.

We provide tailored diversity mentoring services to a range of public, private and third sector organisations.



SECTION 1: EXTERNAL REVERSE MENTORING

Our reverse mentoring scheme assigns senior executives, business leaders, D&I & HR professionals and managers with a disabled mentor. You will meet with your mentor every month for six months. During this period, they will share their unique insights and personal experiences of disability and the challenges they experience in the workplace and during their day-to-day lives.

When you register for the scheme, you will submit details of what you are looking to gain and learn. You may have a specific reason for signing up for the scheme, for example, to reform your HR policies or reasonable adjustment process or you may just want to raise your general awareness of disability in the workplace. Whatever your reason the Disability Connect Mentoring Scheme will strategically match you with a disabled mentor with experience and knowledge in that area.

The **benefits** of joining the scheme include:

- a dedicated platform for you to confidentially explore and increase your knowledge, awareness and understanding of disability and disability issues;
- a strategically matched and trained mentor to help you to refresh or learn new skills; get started in a new role or progress and develop your career;
- support to reach goals and objectives or overcome a specific challenge you may have;
- comprehensive guidance and resources on mentoring;
- the opportunity to network with other business leaders and disabled mentors; and
- evidence to help you to work towards achieving Level 2/3 of the UK Government's Disability Confident Scheme.

HOW IT WORKS?

Six Month Reverse Mentoring Scheme

Set-Up

You will be asked to submit information on your goals for the scheme and your background to enable the strategic mentor match.

We will use this information to source and match a disabled mentor. The mentor's profile will be shared with you to check you are content with the match before introducing you to your mentor.

You will be introduced to your mentor via e-mail and your mentee workbook, and mentoring information pack will be shared with you. You will need to schedule your first session with your mentor.

Beginning

Your mentor will use the first session to formalise your goals and set the mentoring contract. This will include; how to record and monitor progress, boundaries and limitations etc.

Middle

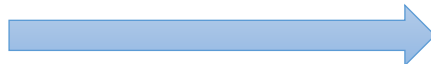
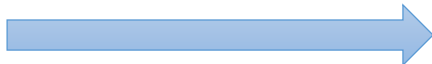
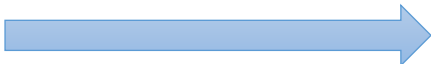
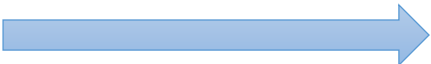
Your mentoring relationship will last six months with, on average, one session taking place per month. Your mentor will share their unique insights, experiences and knowledge of disability to help you progress and reach your goals.

You will use the middle sessions of your mentoring relationship to discuss and explore disability and pursue your goals. It will be your responsibility to share your learning and insight with your organisation to embed change.

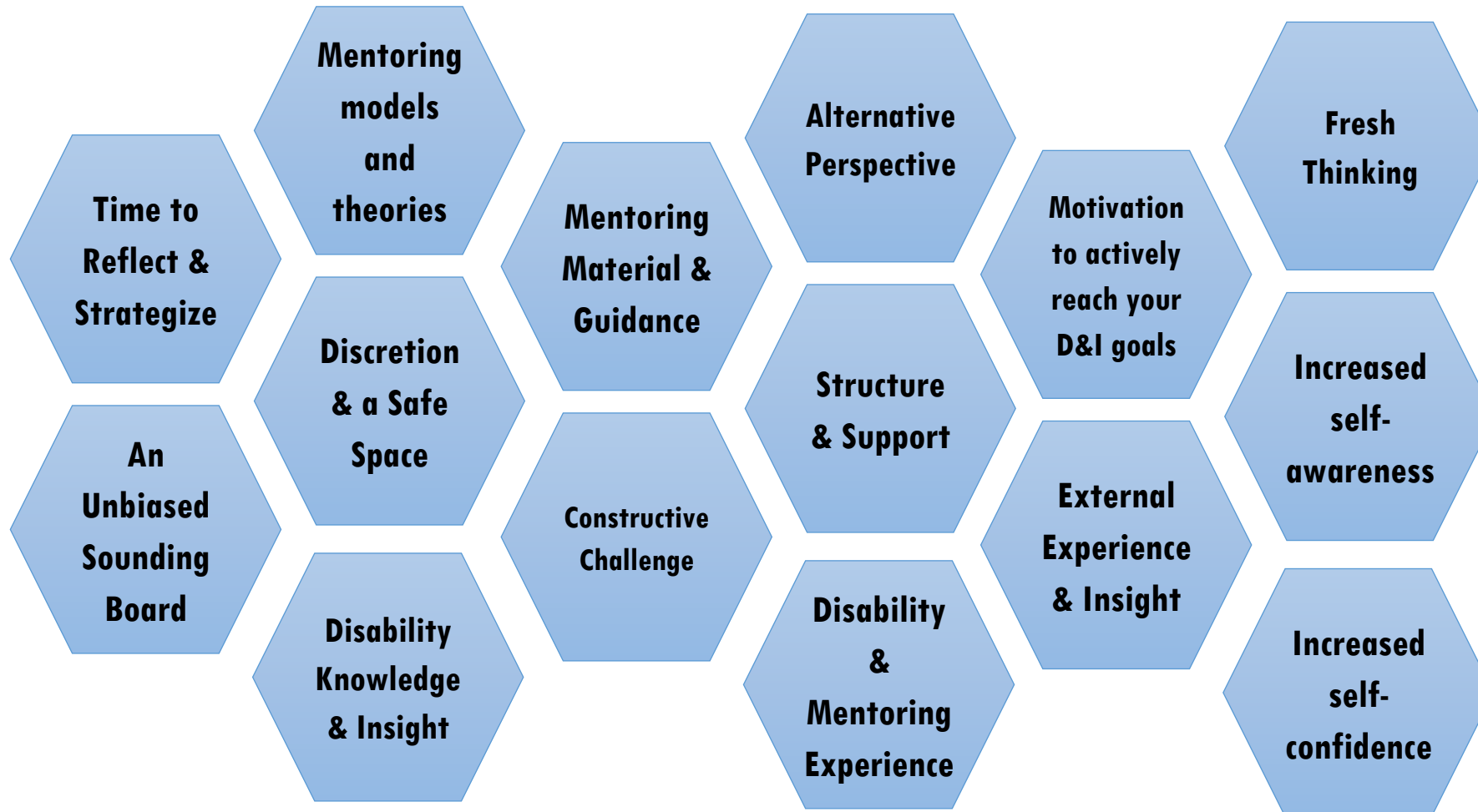
Throughout the scheme we will be in touch to monitor how your relationship is going and offer support and advice. You will receive regular information on mentoring and disability to aid your learning.

End

In your final mentoring session, you will review your progress, celebrate your learning, progress and achievements and agree any future contact. Further sessions can be arranged if required.



WHAT WILL YOUR MENTOR GIVE YOU?



Your mentor will help you increase your knowledge and understanding of disability. They will also help you to set and reach your goals for participating and provide motivation, encouragement and use active listening to ensure you get the most from the mentoring relationship.

Your mentor will be strategically chosen based on your goals, requirements and personal profile. A good match is essential to success.



REVERSE MENTORING CASE STUDIES

Mentee	Reverse Mentor
HR & Corporate Services Manager looking to increase disabled staff as their workforce profiling data shows underrepresentation.	HR professional with a strong knowledge of reasonable adjustments and employment law. Specific learning differences and cerebral palsy.
Executive Director of Customer & Estate Services looking to review service allocation policies and ensure tailored services for disabled customers.	Trainee lawyer with significant experience in providing services to disabled customers through work at Citizens Advice Bureau. Muscular dystrophy and scoliosis.
Corporate Partnerships Manager for a national charity looking to review their corporate fundraising portfolio of activities.	Recent graduate with substantial experience in working with and for charities. Chronic fatigue syndrome and wheelchair user.
Operational Fire Safety Officer looking to increase the service level provided to their disabled customer base and increase diversity on the Residents Engagement Group.	Extensive experience working for their local city council and strong understanding of disability. Autism spectrum disorder (ASD) and cerebral palsy.
Product Development Manager looking to become their organisations internal champion of disability and ensure equality.	Mature PhD researcher following a career in the hospitality sector. Self-employed nutritionist and coach. Hard of hearing and Crohn's disease.

All mentoring packages include:

- a strategically paired and trained disabled reverse mentor based on your requirements and objectives for the scheme;
- six mentoring sessions with one on average taking place per month;
- a mentee workbook to help you set goals and record and monitor progress;
- extensive guidance on mentoring and information on how to make the most of your mentoring relationship; and
- regular check-ins and 1-2-1 support from the Disability Connect Mentoring Scheme.

For more information, please see the [mentee zone](#) or contact info@disabilityconnect.org.uk

Price List 2022	Individual Mentor to Mentee Pairing Package	3x Mentor to Mentee Pairing Package	5x Mentor to Mentee Pairing Package
Charity, not-for-profit, public sector and social enterprises	£250.00	£650.00	£1,050.00
Small and medium-sized businesses (fewer than 250 employees)	£275.00	£775.00	£1,200.00
Large business (more than 250 employees)	£350.00	£995.00	£1,550.00

WHAT'S INCLUDED?

TESTIMONIALS



“As a Product Development Manager, I signed up for a disabled mentor to ensure that disabled people are involved and consulted in the design and development of new products and services. I also wanted to become a champion of disability within the digital team to embed my learning from the scheme into the organisation. I found the scheme both inspiring and eye-opening and learned so much about how much of an invisible barrier disabled people face in everyday life. My mentor was open and incredibly inspiring and helped me to make our digital services far more accessible”.

Ben Sykes - Blood Cancer UK



“I signed up to the scheme to see things from a different perspective to increase my awareness of disability and hear someone’s personal experience of obtaining employment and the challenges they encounter. My incredible mentor spoke openly and honestly about their experiences and was able to really help me understand a completely new point of view on disability and accessibility. This is a fantastic and life changing scheme that everyone should be a part of”

Adrian Vince - Cosmic UK



“I signed up for the mentoring scheme because disability was an area where, on paper, we were significantly under-represented in terms of our workforce. I really enjoyed working with my mentor and we developed a great working relationship. We worked on issues connected to the organisation’s website, recruitment process and on tips to develop the understanding of disability amongst managers and the workforce. I really enjoyed the experience and would recommend it to others who want to make some real changes”.

Kirsty Miller - Arawak Walton Housing Association



“The Disability Connect Mentoring Scheme has enabled us to gain an insight into how we can make our processes disability positive. My mentor supported us in taking a closer look at our recruitment processes, including our application process and the way that we advertise roles. Through sharing invaluable insights of disability in the workplace, Tracy has helped us to identify practical steps we can take in making our recruitment process more inclusive.”

Shadei Rabeie - B3 Living

See more mentee testimonials on our website [here](#).



SECTION 2: DIVERSITY MENTORING TRAINING

With 20% of workplace learning coming from mentoring and learning from others, workplace mentoring schemes are essential to accelerate the personal and professional development of both mentors and mentees.

Diversity mentoring and diversity reverse mentoring is a significantly valuable business strategy. This typically involves pairing your high potential employees from minority groups, your senior management level employees to diversify the talent pipeline within organisations and drive culture change across an organisation. It enables employers to maximise diversity, equality and inclusion within their company. It increases skills, knowledge and awareness in sometimes challenging content areas and helps to retain and engage diverse talent in the workplace. It ultimately helps to establish an inclusive working environment and changes the company culture for the better.

Mentoring can be challenging and needs to be structured, organised and built on mutual trust and respect to make a valuable impact. Expectations and boundaries need to be managed on both sides and clear goals and objectives need to be set to maintain momentum and motivation.

Diversity mentoring has greater challenges than traditional mentoring schemes and Disability Connect provides a range of diversity mentoring services focused on disability.

- 1. Setting Up A Diversity Mentoring Scheme Training Course** – a comprehensive and interactive half-day training course on how to make diversity mentoring work for you and your organisation.
- 2. Diversity Mentor Training** – a insightful and reflective half-day training course for diversity mentors currently or due to start a diversity mentoring relationship.
- 3. Diversity Mentoring Package** - a complete mentoring package where we will set-up, train and facilitate a mentoring or reverse diversity mentoring scheme within your organisation focused on disability.

SETTING UP A DIVERSITY MENTORING SCHEME TRAINING

The course will explain what diversity mentoring is and enable participants to reflect and explore how to make diversity mentoring work for their organisation. The course will cover these main areas -

- What is diversity mentoring and reverse mentoring
- The benefits of diversity focused mentoring schemes in your workplace and the challenges they can help with
- How to scope and set up a diversity mentoring scheme including how to identify organisational goals and objectives for the scheme, setting the mentoring contact and the resources you need
- How to make mentoring matches work and how to identify issues and support your staff through their mentoring relationships
- Getting organisational and board-level buy-in, monitoring business value and success and how to enact change from the scheme
- The pros and cons of internal and external mentoring schemes to help you decide what is best for your organisation
- Setting your action plan and next steps

During the course you will hear from previous mentors and reverse mentors who have been part of diversity mentoring either as part of the Disability Connect Reverse Mentoring Scheme or externally.

The course will take place over half a day via Microsoft Teams. It is interactive and taught via workshop style activities, presentation and group work.

Who is the course for?

- Organisations setting up a diversity mentoring scheme or looking to enhance an existing scheme
- Organisations considering whether diversity mentoring will work for them
- Business leaders looking to enhance their learning and understanding of diversity and inclusion and develop an EDI action plan

How to sign up?

To register your interest, please complete the online form available [here](#). We will then be in touch with further information including the upcoming course dates.

Please contact info@disabilityconnect.org.uk if you require any reasonable adjustments to book onto the training course and fully participate in the training.

Charity, not-for-profit, public sector and social enterprises	£250.00
Small and medium-sized businesses (fewer than 250 employees)	£300.00
Large business (more than 250 employees)	£350.00

FURTHER INFORMATION

DIVERSITY MENTOR TRAINING

As diversity mentoring aims to level the playing field, mentors are more likely to have conversations they haven't had before in challenging subject areas. The mentees will have likely faced greater adversity and will need strategic and focused support from their mentor to help them tackle outcomes and goals. Mentors will need to flex their mentoring approach and communication style and reflect on their leadership and management style throughout.

The course will cover these main areas -

- The purpose of diverse mentoring and your role as a diversity mentor
- Managing expectations and setting realistic objectives and goals
- Preparing for the mentoring relationship and setting the mentoring contract
- How to have sensitive and challenging conversations and using the right diversity terminology
- Understanding difference and barriers in the workplace
- What makes a good mentor relationship and what to do if you think the mentoring relationship isn't working
- Core mentoring skills and mentoring models to use

The course will help participants build the skills they need to become effective diversity mentor. They will reflect on their mentoring ability and learn how to make diversity mentoring relationships work.

The course will take place over half a day via Microsoft Teams. It is interactive and taught via workshop style activities, presentation and group work.

Who is the course for?

- Mentors currently or due to start a diverse mentoring relationship within their organisation
- Mentors looking to improve their understanding of diverse mentoring and mentoring skills
- Business leaders looking to enhance their learning and understanding of diversity and inclusion

How to sign up?

To register your interest, please complete the online form available [here](#). We will then be in touch with further information including the upcoming course dates.

Please contact info@disabilityconnect.org.uk if you require any reasonable adjustments to book onto the training course and fully participate in the training.

Charity, not-for-profit, public sector and social enterprises	£200.00
Small and medium-sized businesses (fewer than 250 employees)	£250.00
Large business (more than 250 employees)	£300.00

FURTHER INFORMATION

COMPLETE MENTORING PACKAGE

We provide a complete mentoring package where we will set-up and facilitate a mentoring scheme within your organisation focused on disability. The package will cover -

- Support from Disability Connect in designing your mentoring package. During this process we will help you to define clear organisation diversity and inclusion goals and objectives to ensure the greatest impact within your organisation.
- A strategically designed and delivered mentor/mentee application process and personalised matching based on organisational and person requirements.
- Comprehensive diversity mentoring training for all mentors taking part (please see pages 15 and 16 for more information)
- An overview of the mentoring scheme presented to all mentees to outline their role and what they should expect from the scheme.
- Support and advice to both mentors and mentees and regular check-ins over the course of the mentoring relationship.
- Provision of comprehensive mentoring resources including a tailored mentoring guide and mentor and mentee workbook.
- Support from Disability Connect to evaluate the success of the scheme and the next steps.

As the mentoring package will utilise your internal people, active engagement and buy-in of both mentors and mentees will be required within your organisation to maximise the benefits of the scheme.

The support and facilitation from Disability Connect will be provided virtually unless there is a client need or business preference for face-to-face engage.

All mentoring packages include:

- The provision of a complete mentoring service for your organisation to confidentially explore and increase knowledge, awareness and understanding of disability and disability issues.
- Comprehensive guidance and resources on mentoring and external knowledge and expertise.
- Tailored and focused support to help set and reach organisational goals and objectives in relation to disability.
- Ability to utilise the existing talent in your organisation and build your organisations leader capability and pipeline.
- Evidence to help you to work towards achieving Level 2/3 of the UK Government's Disability Confident Scheme.

Who is this course for?

- Organisations looking to increase their knowledge and understanding of disability and disability challenges within their organisation and increase inclusivity.
- Organisations looking to increase representation of disability, build their talent pipeline and utilise internal disabled talent.
- Organisations who need help to overcome specific disability challenges for example, low declaration rates, poor people survey results, low retention of disabled colleagues etc.
- Organisations looking to increase internal mentoring capability and skills.

Please contact info@disabilityconnect.org.uk for more information, the pricing structure and to explore your requirements.

FURTHER INFORMATION



SECTION 3: DISABLED INSIGHT

Disabled people often experience direct or indirect discrimination in the workplace, when accessing services or during recruitment processes. This is often not because organisations do not want to support or recruit them but because they are simply unaware of what they need to do or how to approach disability.

Often policy, guidance and services are designed without consideration and input from disabled people. Incorporating the needs of disabled people early prevents issues and saves organisations time, money and resources and increases diversity and inclusion.

Disability Connect provides two diversity insight services focused on disability.

- 1. Focus Groups** - We provide a safe space for organisations to generate feedback on a new or existing product or service, tackle a particular disability challenge and discuss and explore disability issues and best practice with disabled people with first-hand knowledge and invaluable experience. Our service includes a fully facilitated virtual focus group with carefully selected disabled participants.
- 2. Product Review** – We provide a comprehensive review service where an individual, or group of disabled people, will review products, services, policies and processes and provide a written and/or verbal account on how they can be strengthened by disability best practice and insight.

What can a focus group help with?

- To increase organisational understanding of a specific disability or disability more widely
- To source feedback from disabled individuals on a particular process or policy, for example, recruitment and retention policy, reasonable adjustment processes, company website etc.
- To source feedback on your organisation's products and services for disabled consumers to better target and capture the “Purple Pound”, the spending power of disabled households
- To tackle a particular internal challenge when it comes to disability, for example, low declaration rates, low representation of disabled staff at senior levels, accessibility issues etc.
- To source feedback on the external perception of your organisation and how better to engage and reach disabled applications and customers

What is included?

- A fully facilitated session up to one-hour
- A carefully selected group of talented and insightful disabled participants to explore particular subject areas or provide feedback on a specific product in relation to disability
- Support in collating the key insights and the suggested next steps following the session
- Advice and support from Disability Connect and the potential to explore areas further with the focus group participants via another focus group or a 1-2-1

Focus groups typically take place online via Microsoft Teams. Please contact Disability Connect where you will be asked to complete a registration form and a detailed proposal for the focus group will be constructed for your consideration.

FOCUS GROUPS

What can product reviews help with?

- To source feedback from disabled individuals on a particular process or policy, for example, job descriptions, sickness and annual leave policy, reasonable adjustment processes etc.
- To review user journeys, for example, end to end recruitment processes, physical access arrangements, website accessibility.
- To source feedback on your organisation's products and services for disabled consumers to better target and capture the “Purple Pound”, the spending power of disabled households
- To source feedback on the external perception of your organisation and how better to engage and reach disabled applications and customers

What is included?

- A carefully selected individual or group of talented and insightful disabled participants to provide feedback on a specific product in relation to disability. The participants will be selected based on your requirements for the review, for example, if you want to review the accessibility of your website, individuals with assisted technology will be selected.
- A complete written and/or verbal account on how your product/s can be strengthened by disability best practice and insight.
- Advice and support from Disability Connect and the potential to explore areas further with the product review participants.

The product review can take place in real time or be completed and then feedback will be provided at a later date. Please contact Disability Connect where you will be asked to complete a registration form and a detailed proposal for the product review will be constructed for your consideration.

DISABLED PRODUCT REVIEWS



Please contact info@disabilityconnect.org.uk to discuss your requirements.

