



Foreign, Commonwealth
& Development Office

FCDO Disability Inclusion and Rights Strategy 2022-2030

Building an Inclusive Future for All: A Sustainable Rights-Based Approach

February 2022



The Foreign, Commonwealth & Development Office (FCDO) purses the United Kingdom's (UK) national interests and projects the UK as a force for good in the world. It promotes the interests of British citizens, safeguards the UK's security, defends the UK's values, reduces poverty and tackles global challenges with its international partners.

Cover image: A wheelchair user is employed at Maama Rachel's Saloon.

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This strategy has been shaped by many organisations and individuals and we are grateful to all those involved. We are especially thankful for the participation of the people with disabilities and their representative organisations and our civil society partners.

Staff across FCDO provided valuable inputs through consultations and written contributions, including the staff Disability Inclusion and Awareness Network.

We conducted a series of external consultations with over 100 organisations (see annex) within the global disability movement between October – December 2021. This involved:

- Eight country-based meetings in Uganda, Nigeria, Kenya, Bangladesh and Indonesia
- Four regional trainings and workshops bringing together a range of Organisations of Persons with Disabilities (OPDs) from around Africa, facilitated through the International Disability Alliance (IDA) and the African Disability Forum
- One virtual consultation bringing together OPDs from across the world, facilitated by the Commonwealth Disabled People's Forum.

These consultations were made possible by the following organising partners: ADD International, Commonwealth Disabled People's Forum, Disability Rights Fund/Disability Rights Advocacy Fund, International Disability Alliance, Leonard Cheshire and Sightsavers. Discussions focused on the thematic pillars of the strategy, particularly on the new pillars and cross-cutting themes, as well as on ways of working with FCDO. The consultations gave a valuable contextual insight into the lived experience of people with disabilities and their families.

We would also like to express our gratitude for the invaluable virtual consultations and written feedback from the International Disability Alliance, Disability Rights Fund/Disability Rights Advocacy Fund and the Bond Disability and Development Group.

Ministerial foreword

We can be proud that the United Kingdom is one of the best places in the world to live, no matter who you are. But with over one in seven of people in the world having a disability, there is more we all need to do to further advance rights and freedoms of people with disabilities.

Our strategy is rooted in the core principles of freedom, individual agency and dignity. That is why we are determined to ensure that people with disabilities have the same opportunity to thrive as anyone else – free from stigma, discrimination or exclusion.



For me, this is a moral and practical mission. Its urgency has been heightened in the wake of the pandemic, which exacerbated the challenges people with disabilities face around the world. Women and girls with disabilities have been hit especially hard.

At this critical moment, we can ill afford to let so much potential go to waste. That is why the UK is proud to have a strong track record of galvanising global progress on disability rights. In 2018, we started a new movement through co-hosting the first Global Disability Summit and in July 2021, the UK Government launched the National Disability Strategy recognising the critical role of the UK as a global leader of disability rights internationally.

We know a fairer Britain and fairer world go hand in hand. This is vital as we build back from the impact of COVID. That is why this strategy relies on the UK leading the fight for fairness beyond our shores: working with, listening to and answering the needs of people with disabilities across the globe.

Including people with disabilities is not just the right thing to do - it creates healthier, fairer and more prosperous societies for everyone to enjoy. Globally, people with disabilities represent over \$1.2 trillion in annual disposable income and with equal opportunity can contribute between 3-7% of GDP.

Harnessing the full force of our diplomatic and development expertise, the UK will take an empowering approach working with people with disabilities to deliver, real change. We will champion individual dignity, and full rights and freedoms without discrimination using evidence to inform our approach. We will drive forward this work by accelerating our own and our partners' implementation of the United Nations Convention on the Rights of Persons with Disabilities.

Informed by consultations with people with disabilities and their representative organisations, this strategy recognises the importance of making sure everyone has the opportunity to succeed. By working together, we can make strides towards a freer, fairer and better society for people across our country and beyond.

The Rt Hon Liz Truss MP

Secretary of State for Foreign, Commonwealth and Development Affairs

List of acronyms

Acronym	Meaning
AT	Assistive technology and products
CRPD	United Nations Convention on the Rights of Persons with Disabilities (used interchangeably with UNCRPD)
CSO	Civil society organisation
DID	Disability Inclusive Development
DPO	Disabled persons' organisation (used interchangeably with OPD)
DRF	Disability Rights Fund
FCAS	Fragile and conflict affected states
FCDO	Foreign, Commonwealth and Development Office
GBV	Gender-based violence
GDS	Global Disability Summit
IDA	International Disability Alliance
LMICs	Low- and middle-income countries
NGO	Non-governmental organisation
ODA	Official development assistance
OPD	Organisation of persons with disabilities (often used interchangeably with DPO)
SDGs	United Nations Sustainable Development Goals
SEAH	Sexual exploitation and abuse and sexual harassment
SOGEISC	People of diverse sexual orientation, gender identity / expression and sex characteristics
SRHR	Sexual and reproductive health and rights
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities (used interchangeably with CRPD)
UNDIS	United Nations Disability Inclusion Strategy
WASH	Water, sanitation and hygiene
WB	World Bank
WGQ	Washington Group questions
WHO	World Health Organisation

Executive summary

FCDO's Disability Inclusion and Rights Strategy upholds the UK's ambitious approach for our work with, and for, people with disabilities. Looking to 2030, the strategy sets out how we will maintain and build on the significant progress we have made since the Global Disability Summit and Disability Inclusion Strategy in 2018. It reaffirms our commitment to act as a global leader on disability inclusion across our diplomatic and development efforts. Our work is underpinned by British values and principles of freedom, individual agency and dignity and aligns with core FCDO priorities.

FCDO's approach

Our strategic vision is a **sustainable, inclusive and equitable future** where:

*“People with disabilities in all their diversity - including marginalised and under-represented groups - are meaningfully **engaged, empowered** and able to **exercise and enjoy** their full rights and freedoms on an **equal basis** with others, **without discrimination** and **across the life-course**. They are **full and active members of society** and **decision-makers** in all aspects of life, including diplomatic and development efforts.”*

FCDO takes a **human rights-based approach** to disability inclusion, underpinned by the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

We are committed to taking concrete action towards **four** outcomes:

1. **Rights** People with disabilities in all their diversity have full and equal enjoyment of all rights and fundamental freedoms
2. **Voice** Full and meaningful participation and leadership of people with disabilities
3. **Choice** People with disabilities have more choice and control in all aspects of their lives
4. **Visibility** Greater visibility of people with disabilities through quality comprehensive data and evidence

We will prioritise **six** intervention areas, **one** emerging area, and **three** enablers for inclusion:

Key intervention areas:

1. Universal human rights, freedom and democracy
2. Inclusive education
3. Inclusive health
4. Inclusive social protection
5. Inclusive economic empowerment
6. Inclusive humanitarian action

Emerging area:

1. Inclusive climate action

Enablers for inclusion:

1. Assistive technology
2. Strengthening organisations of persons with disabilities
3. Empowerment of people with disabilities

We are guided by our commitments and responsibilities under:

- The [UNCPRD and its Optional Protocol](#)
- The [Equality Act 2010](#) and the [Public Sector Equality Duty](#)
- The [2030 Agenda for Sustainable Development](#) and UN Sustainable Development Goals (SDGs)
- The UK's commitments to the [Global Disability Summits in 2018](#) and 2022

We will continue to **implement a 'twin track approach'** - mainstreaming a disability inclusive and human rights perspective across all our work while providing targeted support to people with disabilities through disability-specific initiatives.

We will draw on our development and diplomatic expertise **to advance rights and freedoms of people with disabilities**. We will encourage countries to put in place policies, practices, legislation and accountability frameworks to meet their responsibilities under the UNCPRD.

We will prioritise active and meaningful participation of people with disabilities in our work and step-up efforts to **strengthen organisations of persons with disability**. We will work across the life-course, actively encouraging inclusion of people with disabilities **in all their diversity**, empowering the most marginalised and under-represented groups.

We will **build a more complete evidence base** on the lived experience of people with disabilities and **strengthen collection, analysis and disaggregation of quality data**.

Mainstreaming disability inclusion

Equality and inclusion remain at the heart of FCDO's integrated approach. We will take a differentiated approach across our global network which will vary from country to country, in line with local needs, capabilities and UK partnerships.

- **Policy:** A new approach to equalities will consider inclusion more comprehensively and holistically. We will use a continuum moving from 'equality awareness' to 'equality transformation' to support mainstreaming of disability inclusion.
- **Diplomacy and influencing:** We will use our voice as a global leader on disability inclusion to accelerate change for people with disabilities, using our diplomatic networks, position in national and international fora, and strategic partnerships.
- **Programming:** We expect programme teams to take a systemic approach to disability inclusion, supported by templates, guidance, and training. FCDO's new Programme Operating Framework requires evidenced consideration of impact on disability inclusion.
- **Procurement:** We continue to harness FCDO's purchasing power to benefit people with disabilities. We expect our delivery partners to demonstrate their technical understanding of, and commitment to, disability inclusion and meaningful consultation.
- **Safeguarding:** We will continue to strive to improve sexual exploitation abuse and harassment (SEAH) prevention and response in all programmes and across the wider aid sector, paying specific attention to safeguarding people with disabilities.

- **Learning and development:** We will equip staff and delivery partners with skills, tools and knowledge on disability inclusion, utilising our community of disability champions and [helpdesk facility](#). We will invest in high-quality research and share our learning widely.
- **Our culture and people:** We will work in partnership with our staff with disabilities to embed disability inclusion within our internal culture and leadership. We will build on our status as a [Disability Confident Leader](#), prioritising attracting, recruiting, and developing staff with disabilities and long-term conditions at all levels.

Accountability

FCDO Governance Boards will provide senior oversight and an **External Disability Board** will guide our implementation. The strategy will be **underpinned by a delivery plan** that sets out initial priorities and focus, developed with meaningful participation from people with disabilities and their representative organisations. We will review the strategy and delivery plan periodically, starting after the end of the UK Government's Spending Review period in 2025.

1. Building an inclusive future for all

The UK as a global leader

The UK is a **leader in disability inclusion with a strong legacy**. We are proud of our reputation as a principled champion of the rights of people with disability in all their diversity. We were the host of the precursor to the Paralympics and a proud co-host of the first [Global Disability Summit 2018 \(GDS18\)](#).

The Summit was a historic moment for the rights of people with disabilities. Over 170 national governments, multilateral agencies, foundations, private sector and civil society organisations made nearly 1,000 wide-ranging [commitments](#) which have been critical in achieving [real change](#) on disability inclusion. The 2022 Global Disability Summit hosted by the International Disability Alliance and the governments of Norway and Ghana builds on this legacy.

We have made significant [progress](#)¹ in our international work on disability inclusion through implementation of the first [Disability Inclusion Strategy](#) launched in 2018. Despite challenging domestic and global circumstances, we have delivered across all our strategic priorities - inclusive education, economic empowerment, social protection and humanitarian action - and within our organisational leadership, culture, systems and processes as a result of our mainstreaming efforts. This laid strong foundations for FCDO to build on.

We have launched and funded both disability-specific and mainstream development programmes to support people with disabilities - including the flagship Disability Inclusive Development programme. Our policy, influencing and programmes are responding and adapting to the emerging priorities of people with disabilities. During the COVID-19 crisis, we surged capacity and pivoted to provide critical support for the most marginalised people with disabilities and their representative organisations.

The UK's 2030 vision on global disability rights will look to maintain and build on the great work achieved since 2018. We will take a differentiated approach across our global network which will vary from country to country, in line with local needs, capabilities and UK partnerships. Our work is underpinned by British values and principles of freedom, individual agency and dignity. It aligns with core FCDO priorities including building strategic partnerships based on economic empowerment and investment in technology and infrastructure, as well as tackling climate change, unlocking the potential of women and girls and providing humanitarian aid to those most in need.

We know this is a long-term process with much still to learn and deliver. However, our ambition for disability inclusion remains high. Inclusion is central to the work of FCDO, and we are committed to supporting a long-term movement for change on disability inclusion, as envisaged by the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

The changing global context

The world is at a watershed moment. **Conflict², climate change³, and COVID-19⁴ are driving a rising tide of humanitarian need**, forced displacement, and decline in global freedom and democracy⁵. Crises are disproportionately affecting marginalised people, especially women and girls and people with disabilities⁶, trapping them in cycles of poverty and vulnerability. Recent global shocks have exposed deeply entrenched social, economic, and political inequities that restrict individual liberty and agency. As one of the most excluded groups in society, people with disabilities are more likely to be impacted by these shocks⁷ and experience abuse, exploitation, and deprivation⁸ as a result.

COVID-19 has had a devastating and disproportionate impact on the one billion people with disabilities and reversed many hard-won gains⁹. Among the hardest hit in terms of infection, severe complications and fatalities¹⁰, people with disabilities and older people have been adversely impacted in all areas of life^{11*} and excluded from response and recovery efforts¹². The crisis has exposed and exacerbated pre-existing inequalities¹³, exclusion, stigma¹⁴, discrimination, marginalisation and violence¹⁵. Women and girls with disabilities, older people with disabilities and under-represented groups¹⁶, including people with intellectual disabilities^{17†}, have been among the worst affected¹⁸. The increased barriers to inclusion have reduced the independence, autonomy and dignity¹⁹ of people with disabilities.

Before the pandemic, **people with disabilities and their families were poorer across all socio-economic indicators²⁰**. In low and middle-income countries, more than half of the 65 million children with disabilities were not in school²¹ - disproportionately affecting girls with disabilities²². **COVID-19 has reversed years of education gains for children with disabilities²³**. As schools shut down, children with disabilities have been the least likely to benefit from remote learning^{24‡}. Many education systems have failed to meet even their basic learning needs²⁵ and they are at greatest risk of never returning to school²⁶.

People with disabilities were already poorly represented in the job market with **a large majority unemployed or stuck in underpaid and insecure roles²⁷**. Only 20% of women with disabilities are in employment²⁸ and their paid and unpaid contributions to their families, communities and economies are frequently unrecognised – especially for older women²⁹. Given the opportunity people with disabilities can contribute an additional 3-7% to GDP³⁰.

People with disabilities have experienced **high loss of employment and income and financial hardship**, reversing decades of progress on poverty reduction³¹. Their experience has been compounded by weak coverage of social safety nets and systems, particularly in low- and middle-income countries where 80% of people with disabilities live. Only 8.6% of people with severe disabilities in low-income countries receive social protection benefits.³²

* Facing extreme isolation, breakdown of critical support services such as food, medication and healthcare as well as loss of rights-based supports, and disproportionately affected by the health, economic and social impacts of the pandemic.

† In the UK, people with intellectual disabilities were 6.3 times more likely to die and [Inclusion International](#) found over 90% respondents reported reduced access to health/support services

‡ Lack of support, access to the internet, accessible software and lack of access to learning materials is likely to deepen the gap for students with disabilities. Many have lost access to critical therapies, such as speech and language therapy, and support such as specific assistive devices or tailored education curricula that is only available in schools

Underpinning these challenges are **exclusionary and discriminatory public systems, procedures, and processes**. COVID-19 has demonstrated how global systems, including global health systems*, still fail people with disabilities. As well as direct physical and mental health impacts, we have seen harmful consequences for people with disabilities from overwhelmed health and social systems worldwide.

The pandemic has brought to the forefront what the disability movement has long said – **progress on disability rights has been too slow** and exclusion is still built into our collective systems and processes³³. However, recent global shocks provide an opportunity for us to work with likeminded partners and people with disabilities to rebuild an inclusive future for all.

Maintaining our momentum

To reverse these trends, we need to build societies that are more resilient to humanitarian crises and fully **inclusive and accessible for all people with disabilities**, including people with intellectual disabilities, people with psychosocial disabilities and other marginalised groups. The UK is well placed to support international efforts, with our strong track record on disability inclusion and reputation as a dedicated implementing partner.

In 2021, the UK government launched the National Disability Strategy (NDS) which reconfirmed our commitment to supporting people with disabilities in the UK and around the world, and to put the needs and experiences of people with disabilities at the heart of government policy-making and service delivery³⁴. The NDS[†] recognises the critical role the UK has played in raising the profile of disability internationally and commits FCDO to continuing this global leadership role.

We now need to build back better from global shocks by unlocking the **full potential of people with disabilities at all levels in society**. As a champion of freedom, democracy and universal human rights, the UK supports countries who choose to work towards greater social and economic freedoms for all. We will continue to showcase the benefits to inclusive democratic institutions and help partners, where welcome, to create fairer, more inclusive, and accountable systems. **We will promote practical implementation of the UN Convention on the Rights of Persons with Disabilities (UNCPRD)**, for which the UK is also a signatory, to guide our work and the work of our partners.

Our approach will promote removing stigma, discriminatory and exclusionary beliefs, practices, laws and structures that prevent the full and equal participation of people with disabilities in society. We will support our partners to develop inclusive, accessible enabling environments and deliver truly inclusive public policy from the start. We will work in partnership with governments to effectively utilise our diplomatic influence, ODA and non-ODA spend and expertise to advance lasting reform that enables disability inclusion across our broader global network.

* About 90 per cent of countries are still reporting disruptions to essential health services, and available data from a few countries show pandemic has shortened life expectancy with the virus disproportionately affecting disadvantaged groups inc. people with disabilities.

† The NDS is underpinned by five areas that complement the UNCPRD and are reflected in this strategy: ensuring fairness and equality, considering disability from the start, supporting independent living, increasing participation, and working across organisational boundaries and improving data and evidence to better understand and respond to complex issues that affect disabled people.

We will expand our focus on **local leadership and locally-led change**, steered by partner governments and the **active involvement of people with disabilities and their representative organisations**. We will facilitate and support development solutions which are informed by and respect people with disabilities' lived experience, expertise, and knowledge on what works to transform their own lives. We will work towards embedding the meaningful participation, representation, and leadership from people with disabilities throughout our strategy, policy and programme development in our key intervention areas.

We will continue to work with partners to push for coordinated disability-inclusive COVID-19 responses³⁵, as we have done through the Global Action on Disability (GLAD) Network. We know people with disabilities, older people, and marginalised groups must be meaningfully involved in response and recovery efforts if we are to create a more sustainable, equitable and inclusive world.

2. FCDO's approach to disability

Our vision and key outcomes

Towards 2030, our vision is a sustainable, inclusive and equitable future where:

“People with disabilities in all their diversity - including marginalised and under-represented groups - are meaningfully **engaged, empowered** and able to **exercise and enjoy** their full rights and freedoms on an **equal basis** with others, **without discrimination** and **across the life-course**. They are **full and active members of society** and **decision-makers** in all aspects of life, including diplomatic and development efforts[†].”*

To realise our vision, we will take concrete action towards four key outcomes for people with disabilities - **Rights, Voice, Choice**, and **Visibility**. This means:

1. People with disabilities in all their diversity have full and equal enjoyment of all their **RIGHTS** and fundamental freedoms
2. People with disabilities have a greater **VOICE** through full and meaningful participation, representation and leadership in society and through their representative organisations.
3. People with disabilities have more **CHOICE** and control in all aspects of their economic, political and social and cultural lives.
4. People with disabilities have greater **VISIBILITY** through comprehensive, quality data and evidence enabling more responsive programmes, policies and systems.

These **four outcomes** are fundamental to all our work on disability inclusion. We will embed them across our diplomatic influencing, programmes, and UK leadership across the world.

Our rights-based approach

FCDO adopts a person-centred and human rights-based approach to disability inclusion that is underpinned by the UNCRPD.

A human rights-based approach to disability....

*‘...seeks ways to **respect, support and celebrate human diversity** by creating the conditions that allow meaningful participation by persons with disabilities. Protecting and promoting their rights is not only about providing disability-related services. It is about **adopting measures to change attitudes and behaviours** that stigmatize and marginalize persons with disabilities.’*
*It is also about putting in place the **policies, laws and programmes that remove barriers and guarantee the exercise of civil, cultural, economic, political and social rights** by persons with disabilities.’³⁶*

* Expanded to include the full and diverse range of persons with disabilities. According to General Comment 5 (UNCRPD/C/GC/5), para 70/General Comment 6 (UNCRPD/C/GC/6), para 33 this includes women, older people, children and adolescents, persons with psychosocial disabilities, intellectual disabilities and neurodiversity, persons with a genetic or neurological conditions, persons with rare and chronic diseases, persons with albinism, persons of diverse SOGIESC, indigenous persons, persons with disabilities in rural communities, victims of armed conflicts, persons with disabilities with an ethnic minority or migrant background

† Reflective of the broader mandate of the integrated FCDO, this is inclusive of peace and stability, human safety and security, conflict resolution and poverty reduction

Our approach is grounded in principles of dignity, non-discrimination and inclusive equality.

It is underpinned by British values and aligns with core FCDO priorities, including unlocking the potential of women and girls.

We consider people with disabilities in all their diversity - inclusive of diverse sexual orientations, gender identity and expression, and sex characteristics (SOGIESC), ages, races, ethnicities, and indigenous identities - and consider the full range of experiences and requirements across the life-course.

We will continue to implement a 'twin-track approach' – mainstreaming a disability inclusive and human rights perspective across all our work, while providing targeted support to people with disabilities through disability-specific initiatives. Our approach will vary from country to country, in line with local needs, capabilities and UK partnerships.

Looking to 2030, we will build on our disability inclusion work in the following areas:

- Ensuring equitable, quality and inclusive **education**
- Realising inclusive **economic empowerment**
- Building inclusive **social protection** systems
- Delivering inclusive **humanitarian action**

We will also expand our ambition to include two new intervention areas:

- Advancing **human rights, freedom and democracy**
- Achieving **inclusive health** for All

As part of the UK's leadership on global climate action, we are introducing **inclusive climate action**, an emerging area for the disability community that we will develop and implement across our sectoral interventions. Supporting people to respond to and recover from COVID-19 and 'building back' a more disability-inclusive world will be crucial for our work.

We recognise our work must be built on strong foundations for sustainable and transformative change. We will embed **three enablers for inclusion** across our work: expanding our work on **assistive technology**, stepping-up efforts to **strengthen OPDs** and **empowering all people with disabilities** – including the most marginalised and under-represented.

We remain committed to tackling stigma and discrimination at all levels to ensure the rights, dignity, capabilities, and contributions of all people with disabilities are respected.

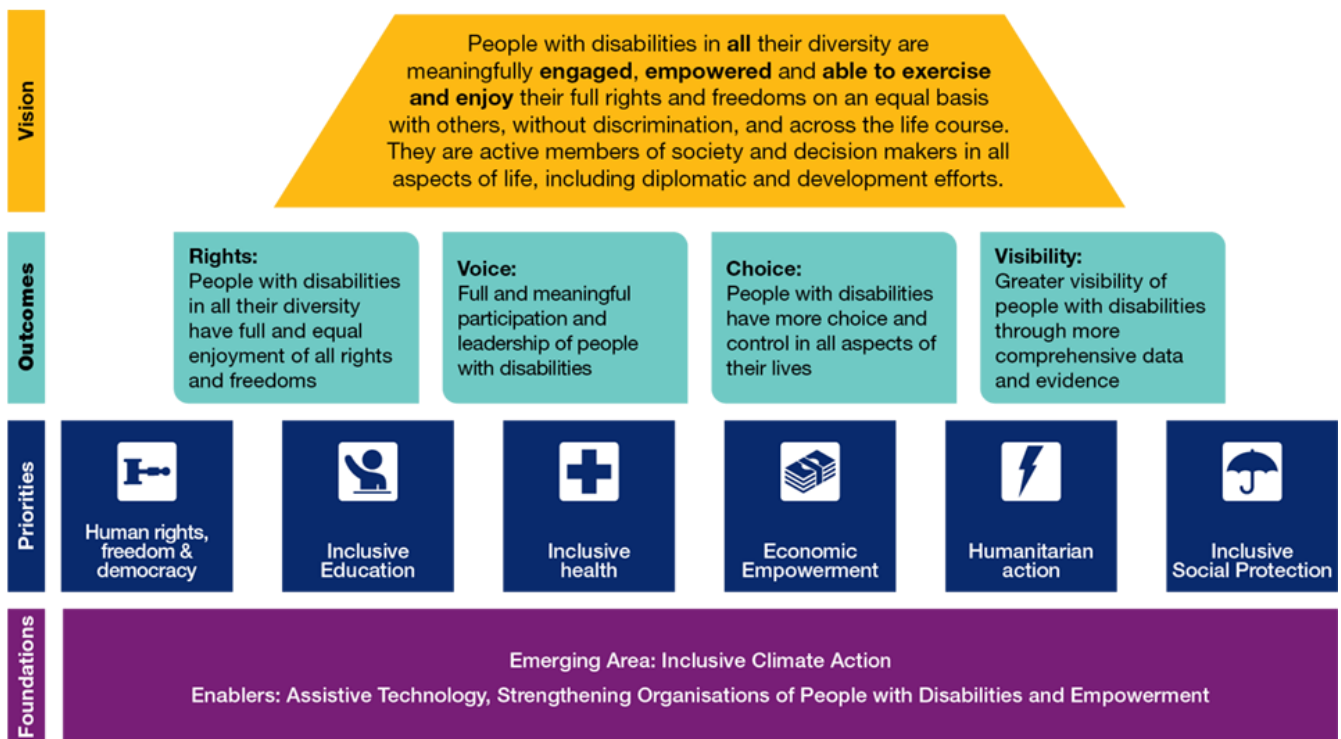
We recognise we must lead by example and live our values. We will work together with our staff with disabilities to fully embed disability inclusion within our culture and leadership.

The wider framework

This approach is aligned with our commitments and obligations set out in:

- The [UN Convention on the Rights of People with disabilities \(UNCRPD\) and its Optional Protocol](#) and related human rights instruments*
- The [Equality Act 2010](#) and the [Public Sector Equality Duty](#)
- The [2030 Agenda for Sustainable Development](#) and UN Sustainable Development Goals (SDGs)
- The UK’s commitments to the [Global Disability Summits in 2018](#) and 2022
- The UK’s [National Disability Strategy](#)

FCDO disability rights and inclusion theory of change summary



* Including the Universal Declaration of Human Rights, the Convention on the Rights of People with disabilities and the Optional Protocol thereto, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, the International Convention on the Elimination of All Forms of Racial Discrimination, the Vienna Declaration and Programme of Action, the Sendai Framework for Disaster Risk Reduction 2015–2030 and the New Urban Agenda, and other international human rights instruments

3. Rights, Voice, Choice, Visibility

Rights: Respecting, protecting and fulfilling all human rights and fundamental freedoms of people with disabilities everywhere, including marginalised and under-represented groups, and guaranteeing their full enjoyment without discrimination.

- ✓ We will use our strong political commitment to universal human rights and democratic freedoms to accelerate implementation of the UNCRPD and continue our work to uphold the obligations it sets out. We will continue to support governments to fulfil their UNCRPD responsibilities and promote the development and implementation of enabling policies, programmes, legislation and accountability frameworks.
- ✓ We will include people with disabilities as rights holders who must be respected as central decision-makers in their own lives. We will use our reputation as a global leader on disability to uphold and advance their universal rights and freedoms through our diplomatic influencing, strategic partnerships and programmatic work.
- ✓ We will work at all levels, from the community to the global, to champion the rights of the most marginalised people with disabilities. We will challenge discriminatory practices and unjust power relations that result in people with disabilities being left behind, including women with disabilities in all their diversity.
- ✓ FCDO recognises the UK will not eradicate poverty, deliver the SDGs or implement the UNCRPD without aligning and including people with disabilities in all our work.

Voice: Promoting the full, active, and meaningful participation, representation and leadership of people with disabilities at all levels. This includes in decision-making, policy processes, and in public and political life.

- ✓ We will support the meaningful participation, representation and leadership of people with disabilities, at all levels, in informal and formal decision-making structures. We will actively support diverse leadership and representation of marginalised groups that face multiple and intersecting forms of discrimination, including women with disabilities.
- ✓ We acknowledge our responsibility to systematically obtain, include, and deliver on the priorities and requirements of people with disabilities. We recognise people with disabilities are experts in their own lives, and best placed to identify and guide relevant and appropriate solutions in their families, communities and countries.

- ✓ We will go beyond isolated, extractive consultations³⁷ towards active, meaningful, and informed two-way participation* of people with disabilities and their representative organisations. We will take a systematic, timely and flexible approach to engagement that is free from stigma and recognises the specific contexts, requirements, priorities and legal capacity of people with disabilities in all their diversity.
- ✓ We will provide continued support to the formation and function of representative organisations and actively seek to include those led by marginalised and under-represented groups. We will work to involve the full and diverse range of people with disabilities† and to go beyond disability-specific consultative bodies and mechanisms to include those historically under-represented in the disability movement.

Choice: Supporting the independence, choice and decision-making of people with disabilities in all aspects of their lives through inclusive, accessible and responsive enabling environments and a range of quality support and services.

- ✓ We recognise people with disabilities must have the opportunity to choose the way they want to live and participate in their community. We will work with people with disabilities to identify, address and remove physical, institutional, attitudinal, and information and communication barriers, using appropriate standards and guidelines.
- ✓ We will work with people with disabilities, their representative organisations and our partners to create inclusive, accessible enabling environments and community services‡ that use principles of universal design and meet the diverse requirements of all people with disabilities. We will improve access to affordable, available and quality support and services that enable choice, dignity, autonomy and full participation of people with disabilities in society. We will include provision of timely, accurate, accessible information to support informed decision-making.
- ✓ We continue to support the global commitment to shift from institutional care of children to community and family-based care. De-institutionalisation is a long-term process that requires quality, accessible and inclusive structures and services at both government and community levels. We will continue to tackle the underlying drivers of institutionalisation and strengthen protective systems for children with disabilities.

* Participation is central to a rights-based approach. Meaningful participation means respecting, valuing and considering the perspective of people with disabilities and their representative organisations, enabling their regular and effective engagement, and ensuring equal opportunities to contribute to decision-making as set out in the report from the [International Disability Alliance's Global Survey 2020](#).

† In line with General Comment 5 (UNCRPD/C/GC/5), para 70/General Comment 6 (UNCRPD/C/GC/6), para 33

‡ This includes education, health, the labour market, housing, transport, infrastructure and technologies

Visibility: Building a more complete and transparent evidence-base on the lived experience of people with disabilities, and strengthening collection, analysis and disaggregation of data.

- ✓ We recognise limited data contributes to exclusion of people with disabilities by rendering their experiences invisible. Lack of reliable disaggregated data has been a significant barrier in exposing the scale of systemic exclusion and discrimination. We will continue to strengthen collection, analysis and disaggregation of robust and comparable data by disability, age, sex and geography using appropriate measurement tools such as the [Washington Group Questions on disability](#). We recommend the [enhanced short set](#) but the [short set](#) or [extended set](#) may be more appropriate in certain situations.
- ✓ We will disaggregate data* to help us better understand the gaps that disadvantage people with disabilities and what works to improve their outcomes. We will use these datasets to design and implement effective interventions, working towards disability inclusion at scale. We will test interventions and use impact evaluations where appropriate, to support the development of context-specific, accessible, evidenced-based policies, programmes and services.
- ✓ We will publish disaggregated data and disability prevalence data as a global public good wherever possible and work with the Washington Group to encourage others to do the same. Our flagship disability inclusion programmes will continue to contribute to the global evidence-base and we will share learning widely, using networks such as the Global Action on Disability (GLAD) Network as well as within FCDO.

* In line with our commitments under the [Inclusive Data Charter](#).

4. Our key intervention areas

i. Advancing universal human rights, freedom and democracy

FCDO ambition: For all people with disabilities to have full and equal enjoyment of all human rights and fundamental freedoms, with respect for their inherent dignity and without discrimination; able to participate fully and effectively in society on an equal basis with others, including in political and public life both directly and through representation; and with the personal freedom to make informed choices in their own lives.

Respect for universal human rights and democratic freedoms is at the heart of the UK's foreign policy. Our international initiatives and engagement on disability inclusion is underpinned by the UNCRPD*. Using our diplomatic influencing and UK leadership, we will champion the potential, freedoms, and agency of all people with disabilities through full enjoyment of all their rights and full, equal, and meaningful participation, representation and leadership in society. This intervention area is aligned with our 'Rights' outcome in the previous chapter.

Towards 2030 we will:

1. **Shape multilateral architecture and international rules to embed disability rights**
We will influence key multilateral partners through our leadership and core funding, including the World Bank, IMF, G7/G20, the Commonwealth, UN bodies and support to the UN Disability Inclusion Strategy. We will continue to play a key role as a facilitator of international cooperation on disability inclusion through the Global Action on Disability (GLAD) network and Global Disability Summits, actively supporting practical implementation of globally agreed commitments. We will strengthen our work to ensure disability rights are embedded in General Assembly and UN Human Rights Council resolutions, including mainstreaming of disability in resolutions related to gender, decent work and tackling labour exploitation, global health and climate action, and identifying gaps where new resolutions are needed.
2. **Support diverse meaningful participation and leadership in political and public life**
We will support governments to increase the political participation and leadership of people with disabilities at all levels, including through meaningful engagement with people with disabilities and their representative organisations. We will promote greater diversity in public office, including women with disabilities and other under-represented groups, and more inclusive accessible election cycles. We will integrate people with disabilities into election observation roles, including participation in international election observation missions. The Westminster Foundation for Democracy and the Commonwealth, including the Commonwealth Parliamentary Association, will continue to be key delivery partners.

* In line with Article 32, we will continue to promote international cooperation that is inclusive and, accessible for people with disabilities.

3. Tackle discriminatory beliefs, practices, structures and systems at all levels

We will support creation of inclusive institutional environments to counter exclusion and discrimination on the basis of disability, including the deep-rooted unequal power relations experienced by women with disabilities. Through our programmatic work, we will continue to lead innovation in scaling up best practice to reduce stigma and discrimination for people with disabilities. We will encourage governments to establish and strengthen monitoring and accountability frameworks including resourced, independent National Human Rights Institutions with capacity to work on disability.

Working with the Westminster Foundation for Democracy (WFD): We continue to work closely with WFD and support their work to strengthen human rights by making countries' political systems fairer, more inclusive, and more accountable. In 2020, WFD worked with the parliament in Sierra Leone to submit its first report on implementing the UNCRPD and the parliament of North Macedonia to adopt the Declaration for Active Political Participation of Persons with Disabilities. The Commonwealth Partnership for Democracy, led by WFD, has also helped 18 Commonwealth countries improve the representation of people with disabilities and other diversity groups. Successes includes training 3,000 student leaders in Ghana and supporting three disability rights bills in Kenya.

ii. Ensuring equitable, quality and inclusive education

FCDO ambition: For all children with disabilities to realise their right to education, equipped with the foundational skills and knowledge to lead fulfilling lives, and learn in an environment that is inclusive, accessible, safe from all forms of violence, and free from discrimination.

FCDO is committed to ensuring every child can realise their right to quality education. Inclusive education ensures all children can thrive, including the most marginalised girls and children with disabilities, without discrimination. As COVID-19 threatens to reverse 20 years of education gains³⁸, children with disabilities have been disproportionately impacted and experienced increased exclusion, marginalisation, poverty, and vulnerability.

The UK has championed access to inclusive education and has helped children with disabilities to learn through our policies and programmes – including the DFID Education Policy 2018 and our Girls' Education Challenge (GEC) Fund that is driving national policy reform on inclusive education, enhancing understanding and responses to disability and inclusive education in the sector. FCDO continues to work with bilateral and multilateral partners to ensure children with disabilities in any setting are not left behind. We use our position on the global stage to promote the right to education as demonstrated during our G7 Presidency where we secured ambitious commitments* for global progress on girls' education. At the national level, we have supported governments to create enabling policy environments

* During our G7 Presidency we secured agreement to work together and deliver access to school for 40 million more girls by 2026 and support 20 million more girls to be able to read by 2026 in low and lower-middle income countries.

and supported their implementation of inclusive education policies and priority programmes. FCDO's [Girls' Education Action Plan](#) sets out our five year strategy for supporting the world's most marginalised children into education. For all children, including children with disabilities, we will invest in quality teaching for all to secure foundational skills; focus on transforming education systems; and eliminate barriers marginalised girls, including girls with diverse disabilities, face accessing education.

Promoting disability inclusion through the Girls' Education Challenge Fund: The Girls' Education Challenge 'Transition' and 'Leave No Girl Behind' projects support some of the most marginalised girls and all are focused on equity and inclusion. In 2021, despite the challenges of COVID-19 and the multiple barriers and risks faced by girls with disabilities, re-enrolment rates in schools in several projects across Africa and Asia defied expectations, registering equal or higher than overall attendance patterns. Four key approaches underpinned this success: ensuring community support structures were mobilised to help disadvantaged girls learn and be kept safe during the school closure period; girls' voices informing programme design; gender and social inclusion analysis; and prioritising targeted interventions to support at-risk girls with tailored learning support.

Towards 2030 we will:

1. Increase visibility of children with disabilities by contributing to the global evidence base and improving collection, analysis and use of disaggregated data

We will fund cutting-edge research and share learning from our education interventions on what works to reach children with disabilities. We will step-up our work with bilateral and multilateral programmes and partners, including the Global Partnership for Education and Education Cannot Wait (ECW), to improve collection, analysis and use of disability disaggregated data*, for more responsive policy and programmes for children with disabilities. We will promote use of the Washington Group Question sets and the "Child Functioning Model". We will strengthen the capacity of UNESCO's Institute of Statistics and the Global Education Monitoring Report to track and report on the global progress of children with disabilities, with a focus on disaggregated data.

2. Ensure children with disabilities in humanitarian and protracted crises are given an equal opportunity to learn in safe, inclusive, protective environments

We will use our role as a leading donor to ECW to identify and reduce barriers faced by children with disabilities in accessing and benefitting from investments in quality education in emergency and protracted crisis settings. We will hold ECW to account for delivery of their Policy and Accountability Framework on Disability Inclusion. We will step up our work with partners, including governments and UN agencies, to promote inclusive education responses in fragile and conflict affected settings - including through future UN resolutions and humanitarian response plans.

* Data must identify the number of children with disabilities in and out of school; document the experiences of children with disabilities in the education system; and identify the educational structures and resources required to deliver a school environment that is adequate

3. **Prioritise interventions that tackle the barriers children with disabilities, especially girls with disabilities, experience in accessing quality education and learning**

We will adapt our education interventions to ensure they dismantle all forms of barriers children with disabilities face in accessing quality teaching and learning. Some programmes will mainstream inclusive practices, and some will look to provide targeted support for children with disabilities. We will demonstrate what works and how approaches can be taken to scale by governments and other partners. We will work with partner governments, learners with disabilities, their families, and their representative organisations to promote safe, inclusive and effective education systems. We will actively involve youth disability activists in the development of our girls' education policy and programming. We will use our financial and technical support and influence in global funds to champion inclusive education strategies and frameworks, including supporting GPE to deepen and accelerate work on disability inclusion.

iii. **Achieving inclusive health for all**

FCDO ambition: For people with disabilities everywhere to access and use affordable, accessible, and quality health services throughout their life so they can make and act on informed decisions about their own health. This includes preventive, promotive, curative, rehabilitative and palliative health services, as well as sexual and reproductive health and rights services and assistive technology provision.

FCDO remains committed to improving health around the world through development, diplomacy and research. Our ambition for inclusive health for all is guided by our commitment to Universal Health Coverage (UHC) and our co-sponsoring of the World Health Organisation (WHO) Resolution on the Highest Attainable Standard of Health for People with disabilities³⁹. To achieve UHC and unlock transformational change in global health, people with disabilities⁴⁰ must be included; thus, equity and disability inclusion are central to FCDO's broader health objectives⁴¹.

This work is underpinned by and will be put into practice through our own Health Systems Strengthening Position Paper⁴² (HSS) our Ending Preventable Deaths Approach Paper⁴³ (EPD) and our Approach and Theory of Change to Mental Health and Psychosocial Support.⁴⁴ We will work to remove barriers to equal, affordable, accessible and quality health services and ensure people with disabilities have access to gender-sensitive health services including SRHR, WASH and nutrition programmes, rehabilitation, assistive technology⁴⁵, medicines and vaccines.

Towards 2030 we will:

1. **Influence disability inclusion through our bilateral, multilateral and partner engagement and diplomacy**

We will mainstream disability inclusion through our global health work including on WASH, SRHR and nutrition. We will work with our bilateral and multilateral partners within our portfolio of health investments to incorporate disability inclusion as part of their operations, including the WHO, World Bank, Unitaaid and the Global Fund, our global advocacy programmes such as the Partnership for Maternal, New-born and Child Health, FP2030,

and others. We will use opportunities to work with new global health initiatives to promote greater disability inclusion, building on good practice and ensuring we include people with disabilities in our health-related programmes. This includes our work around WASH, accessible and integrated health service delivery, inclusive nutrition guidance, and accessible SRHR Programmes. We will work with our bilateral programmes at country-level, applying a disability inclusion lens.

2. **Ensure data, data systems, research and evidence shape inclusive health systems**
We will work with countries to strengthen their capacity to collect and disaggregate health data by disability, to better understand health needs and barriers to accessing health services and monitoring health outcomes. We will support them to use the WGQ sets⁴⁶ in routine monitoring and nationwide surveys where possible, building up an evidence base of who is excluded and what works to include them as highlighted in our EPD approach paper⁴⁷. We will explore how research can help us identify ways to improve disability inclusion in health systems.
3. **Support advocacy, inclusion and meaningful participation of people with disabilities**
We will facilitate community empowerment by supporting advocacy, inclusion and increased visibility of people with disabilities in our health investments, bringing their voices to decision-making where possible and promoting greater accountability in governance structures. We will engage with representative groups through our partnerships and programming, building the capacity of those Organisations of Persons with Disabilities most excluded and supporting greater awareness of disability inclusion. We will also strive to ensure women and girls with disabilities in all their diversity can access their full Sexual and Reproductive Health and Rights services through influencing global advocacy programmes such as the Partnership for Maternal, New-born and Child Health.

Engaging the WHO on disability inclusion: Through its £340m (2020-2024) core voluntary contribution, FCDO is supporting priorities across the WHO's 13th Global Programme of Work, including disability inclusion. FCDO will work with the WHO to support the implementation by Member States of the recommendations contained in the WHO Resolution on the Highest Attainable Standard of Health for Persons with Disabilities. As part of this resolution, the UK, will influence the development of the Global Report on the Highest Attainable Standard of Health for Persons with Disabilities, through technical support and promoting the recommendations, as well as providing case studies and good practice examples from the UK. We will prioritise our advocacy work, including through the WHO Governing Bodies, to mainstream a disability-inclusive approach into national policies and planning through encouraging active engagement and inclusion of people with disabilities.

iv. Realising inclusive economic empowerment

FCDO Ambition: For all people with disabilities to have access, choice, voice and control over economic assets, opportunities and outcomes, including equal access to decent jobs, livelihoods, finance and infrastructure

FCDO's work in economic empowerment spans many sectors and approaches, from mobilising job opportunities to making development finance work for people with disabilities. Through our programmes, such as 'The Skills For Jobs India' programme and 'Youth Skills for Economic Growth' programme, people with disabilities have found employment in the private sector and started their own businesses. We have funded programmes to address barriers into employment through UK Aid Connect, supported youth entrepreneurship through the 'Private Sector Strategic Partnership' in Kenya, and expanded our successful BRAC initiative under the Disability inclusive Development programme. We have continued our work on the provision of accessible transport, which is key for connecting people with disabilities to jobs.

Effective inclusive economic empowerment means all people with disabilities can achieve income security, advance economically and have the power and autonomy to make economic decisions within and outside the home. Given the diversity of people with disabilities and the different barriers and discrimination they experience, FCDO will promote multiple pathways to economic empowerment for people with disabilities in our work. FCDO will continue to support the meaningful inclusion of people with disabilities and their representative organisations in the planning, budgeting, management and governance of economic interventions, such as in urban planning, to ensure they are accessible, inclusive and sustainable⁴⁸. We recognise multiple intersecting factors all have a crucial role in ensuring access to decent work for people with disabilities in waged employment, self-employment or the informal sector*.

Working through British International Investment (BII) on disability inclusion: In 2021 BII, the UK's Development Finance Institution, published a guidance note on disability inclusion for fund managers through its Environmental, Social and Governance (ESG) Toolkit. This will be used as a benchmark across the industry, ensuring that disability inclusion matters to fund managers and is taken into account by the companies they fund. BII is raising awareness in demonstrating best practice to the investor community to consider people with disabilities in their investment and to address the barriers to disability inclusion. Disability inclusion has also been embedded in BII's new Policy of Responsible Investing. Going forward FCDO will continue to work with BII to increase ambition on this agenda and support the economic empowerment of people with disabilities.

* Including the nature of the economy; enabling laws and policies; adequate infrastructure and services; and equal access to resources, assets, information, technologies and networks.

Towards 2030 we will:

1. Disaggregate data to assess impact and opportunities across our economic development programmes

In line with the Inclusive Data Charter, we will disaggregate data by disability, age and sex through more systematic application of the Washington Group Questions wherever possible, so differential outcomes and impact become visible. We will encourage our partners to do the same, especially around job measurement, access to finance and beneficiary reach. Programmes will work from the outset to consider their impact on people with disabilities and address inclusion, setting out clear, meaningful actions to increase positive outcomes, track and report on this throughout the programme cycle and share good practice.

2. Enhance full and meaningful economic and social participation of people with disabilities

We will support people with disabilities as entrepreneurs, leaders, employers and employees. We will expand access to skills, quality jobs and livelihoods throughout our work, and support businesses to target people with disabilities as consumers of goods and services. We will engage with different actors, including but not limited to the private sector and international financial institutions, to remove barriers hindering the empowerment and inclusion of people with disabilities in the economy, especially in the context of COVID-19 economic recovery. We will seek meaningful two-way participation and involvement of people with disabilities and their representative organisations across our economic development work.

3. Address systematic barriers to economic empowerment and increase access to economic assets through disability-inclusive infrastructure

We will invest in and strengthen our approach to accessible, disability-inclusive, universally designed infrastructure, which will enable delivery of better connected and more inclusive cities and infrastructure services for all - ensuring people with disabilities can access services, jobs and amenities and fully participate in society. Whenever we engage with governments on their infrastructure strategies and city plans, we will promote the application of universal design concepts and collaboration with diverse groups including people with disabilities.

v. Building inclusive social protection systems

FCDO ambition: For all people with disabilities to realise their right to social protection, protecting them against poverty and risks to their livelihoods and wellbeing throughout their lives and supporting their economic empowerment and participation.

FCDO is committed to progressive realisation of Universal Social Protection, whereby any person who needs social protection can access it at any time. We have a strong record of supporting delivery of more disability inclusive social protection policies, programmes and systems. Through our investments and influence we will support governments to develop social protection systems that are more inclusive of people with disabilities and their families throughout their lives and address their greater exposure to life cycle and large-scale shocks that reduce wellbeing and compound poverty.

The ‘Leave No One Behind’ programme provides technical assistance and financial aid to the Government of Ghana, focusing on social protection and realising the rights of people with disabilities and mental health conditions, while our ‘top up’ grants have supported senior citizens with severe disabilities in Uganda. Our COVID-19 technical assistance facility (SPACE) is providing advice on disability and age inclusive social protection responses to country teams and partner governments. We continue to work with others to develop disability-specific social protection tools and guidance* and we are strengthening the evidence base in the light of increasing need under COVID-19⁴⁹.

We will promote a twin track approach through more inclusive and adapted mainstream social protection and targeted disability-specific programmes so that both basic economic and disability-related care and support requirements are met. We will work to ensure that social protection systems enable people with disabilities to exercise choice and control in their lives and support their economic and social participation. We will prioritise ensuring that social protection policies and programmes are rights-based, promote the voice of people with disabilities, and take into consideration the diversity of disability and support requirements.

Towards 2030 we will:

1. **Improve systematic collection and use of disaggregated data and knowledge**

We will work with governments and partners to strengthen capacity to collect, analyse, and use quality disaggregated data, and encourage integration of the WGQs into household surveys, information and monitoring and evaluation systems. We will invest in evidence and share learning and good practice. This is critical to understand and address requirements, coverage, barriers to access, and impacts of social protection on the lives of people with disabilities and their households, in order to better design and adapt social protection policies and programmes so they are more accessible and effective.

2. **Strengthen social protection policies, strategies, programmes and systems**

We will support governments to improve the accessibility, adequacy and coverage of their social protection systems for people with disabilities, through our investments in systems strengthening, technical assistance and knowledge, drawing on local OPDs with relevant

* Including through the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD)

expertise. We will support the development of disability-specific and sensitive social protection tools and guidance. We will strengthen the capacity of OPDs to engage and advise on policy and programme design and monitoring. We will support governments to strengthen linkages between social protection and other services and interventions (e.g. health, education and employment) to improve the economic opportunities and wellbeing of people with disabilities, especially the most marginalised and underrepresented groups.

3. Increase global and national focus on disability-inclusive social protection

For maximum impact, we will use our influence and work with likeminded partners and OPDs to increase the visibility of the importance of disability-inclusive social protection and galvanise greater attention to it in global initiatives and country-level dialogue. We will work together to develop capacity and share guidance to shift policy and practice. We will actively encourage our multilateral partners to mainstream disability inclusion into their social protection policies and operations, in order to improve accessibility and coverage of mainstream programmes, and to extend disability-specific programmes.

Ghana's flagship social protection programme and disability inclusion: FCDO Ghana commissioned a Rapid Scoping Study of the Government of Ghana's flagship social protection programme, Livelihood Empowerment Against Poverty (LEAP), to strengthen disability inclusion in their successor programme. The recommendations have been discussed jointly with government and OPDs to develop an Action Plan owned by the Government of Ghana. This includes priority actions to strengthen disability inclusion from policy and design (e.g., using the Washington Group questions (WGQs) in two national questionnaires) through to implementation (e.g. undertaking a safeguarding review to assess risks to women with disabilities at Paypoint distribution sites). Progress is already being made under the Action Plan with training of enumerators to use the WGQs and an advisory group of OPDs that will include a Disability Monitoring Taskforce. The Taskforce will monitor and identify gaps, experiences and opportunities for disability inclusion in the LEAP programme and provide recommendations and technical advice.

vi. Delivering inclusive humanitarian action

FCDO ambition: For all people with disabilities affected by crises to have equitable access to essential services, in safety and dignity and without discrimination; with unrestricted opportunities to hold humanitarian actors accountable for adequately responding to their diverse needs; and an active role in the planning, delivery and monitoring of crisis anticipation, response and recovery.

FCDO is committed to ensuring humanitarian response efforts deliver on inclusion in crises. At the 2016 World Humanitarian Summit, the UK signed up to the Charter on Inclusion of Persons with Disabilities in Humanitarian Action⁵⁰ which enshrines the principles of dignity, equality and non-discrimination of persons with disabilities in all humanitarian action. In all our humanitarian work, the FCDO adheres to guidance under Article 11 of the UNCRPD which commits States to all necessary measures to ensure the protection and safety of persons with

disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and natural disasters.

We have promoted data disaggregation through new e-learning on how to use the Washington Group Questions in humanitarian settings and improved the evidence base of what works in disability inclusive humanitarian responses. We have pursued reform of the international humanitarian system to ensure disability inclusion is effectively and comprehensively addressed and have been successful in ensuring the inclusion of psychosocial support in the Global Compact on Refugees and in UNHCR updated guidance. With the government of Poland, in 2019 we co-led the first ever UN Security Council Resolution on disability inclusion in armed conflict.

We will work to make our international responses better reflect the voices, requirements, experience, and aspirations of affected populations and in particular marginalised groups, including people with disabilities. We will prioritise improving access to essential services for crisis-affected people in safety and dignity and without discrimination, taking into account specific challenges and barriers that could be faced by people with protected characteristics including disability. We will continue to lead and influence others to strive for long-term system-wide change.

Towards 2030 we will:

1. Hold the international humanitarian system to account in ensuring disability inclusion is effectively integrated across humanitarian response through fulfilment of minimum standards by all actors

We will promote the routine, systematic collection and use of data on the impact of crises and humanitarian action on people with disabilities to inform humanitarian programme and policy*. We will continue to build the capacity of humanitarian actors to incorporate disability data into the humanitarian programme cycle and require all core delivery partners to demonstrate progress on the collection and use of data disaggregated by disability. We will support the operationalisation of the *IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action*⁵¹ and adherence to *Humanitarian Inclusion Standards*⁵² through core delivery partners, inter-agency mechanisms, encouraging participation by networks of local and national women-led and women's rights organisations and organisations of persons with disabilities†. We will also hold our partners to account for commitments made at GDS18 and where opportunities arise engage with networks of OPDs in humanitarian systems reform.

2. Ensure FCDO humanitarian programmes are fully disability inclusive

We will hold multilateral and bilateral partners accountable for applying system-wide standards for disability inclusion through dialogue and discussion as well as through results frameworks, monitoring and evaluation, risk registers and governance structures and direct support for inter-agency capacity on disability inclusion through the United Nations Office

* Accurate and systematic data on the needs, barriers and risks facing people with disabilities in crises is essential for designing appropriate responses.

† Generating evidence of effective approaches to disability inclusion and providing common services through collective platforms on gender-responsive and disability-inclusive AAP, data and localization.

for the Coordination of Humanitarian Affairs (OCHA) and the Standby Partnership. We will develop and disseminate guidance and tools to enable Posts to meet minimum standards and public commitments. We will require partners receiving UK Aid (including through our Rapid Response Facility) to demonstrate disability inclusion*.

3. **Target interventions which address the specific root causes and harmful consequences of vulnerability and exclusion**

Across FCDO, we will advocate for the safety and protection of all people with disabilities in humanitarian crises. We will promote and increase accountability for inclusion of marginalised groups with disabilities in humanitarian gender-based violence prevention and response. We will encourage research and learning from FCDO Posts to better understand how gender and age intersect with disability to amplify needs and experiences of exclusion, working particularly with women and girls with disabilities. With core delivery partners, we will promote adequate and appropriate provision of essential services required to meet the distinct needs of people with disabilities, including protection from physical, sexual and psychological violence. We will place greater focus on mental health and psychosocial support, including for peoples with disabilities, through our education in emergencies work† including our global Education Cannot Wait programme.

vii. Emerging intervention area: inclusive climate action

People with disabilities are disproportionately impacted by climate change⁵³. They are more likely to be directly and indirectly severely impacted by climate related disasters⁵⁴, and less likely to have the information and resources available to respond and adapt to climate change impacts. Building on the **UK's COP 26 presidency**, we will develop this emerging area to strengthen and accelerate disability-inclusive climate action.

Towards 2030 we will:

1. Step-up **embedding disability considerations in our International Climate Finance portfolio**. We will initially focus on building more inclusive adaptation and resilience, sustainable and accessible physical environments, promoting locally-led developments and clean energy which is accessible to all.
2. **Invest in more robust research and evidence on disability inclusive climate action** guided by a climate justice framework. We will also build our internal capability to conduct fully inclusive Environmental Assessments and Climate Risk Analysis. In line with the UK's commitment to align all programme spend with the Paris Agreement, we will ensure that new programming under the disability and inclusion agenda includes a climate and environment risk assessment.
3. Work in partnership with key allies to **accelerate global attention and action including through key funds**‡, to institutionalise disability inclusion in their work.

* By highlighting the collection and analysis of data and adhere to the IASC Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, which includes specific guidance on the protection of persons with disabilities

† Exposure to conflict, violence and insecurity has an impact on the mental health and psychosocial wellbeing of all people, while persons with disabilities, and especially people with psychosocial disabilities, are often more impacted and have less access to support services.

‡ Such as the Green Climate Fund, Climate Investment Funds and Adaptation Fund

5. Enablers for inclusion

COVID-19 has shown how fragile disability inclusion efforts can be if they are not built on the right foundations. We know there are fundamental building blocks⁵⁵ that together support the creation of enabling environments for people with disabilities. While we utilise all these enablers* in our disability inclusion work, we are stepping up on assistive technology, strengthening OPDs, and supporting the empowerment of people with disabilities in all their diversity – including the most marginalised and under-represented.

Assistive technology

Appropriate accessible and affordable assistive technology (AT), including wheelchairs, prosthetics and orthotics, spectacles, hearing-aids and digital devices, is a key enabler for change. AT is critical for inclusion and transformative for people with disabilities and older people. It is an area where UK science and innovation is world leading. We will build on the success of the AT2030 programme which tests ‘what works’ to improve access to AT, and extend our support to AT research and innovation to reach more people. We will continue to assess and address market barriers in Africa and the Indo-Pacific, and develop and scale context specific AT innovations, business models and access to finance.

We will continue to support the UK’s Global Disability Innovation Hub, a global centre of expertise for AT and WHO’s AT Collaboration Centre. We will build partnerships with UK and LMIC institutions and catalyse investment capital from the Private Sector and multilateral institutions, learning from the best UK innovators, and sharing best practice with global stakeholders. We will continue to support ATscale, the global partnership to catalyse action on AT, whose ambition is to reach 500 million people with life-changing AT by 2030. We will bridge the disability divide through mobile and digital technologies that can link excluded people to education, jobs, finance and markets and create opportunities for marginalised voices to be heard.

Strengthening OPDs

FCDO is committed to strengthening delivery, leadership, and decision-making by people with disabilities through their local and national representative organisations in line with the principle of ‘nothing about us without us’. We will step up the close consultation and active involvement of OPDs in our work in alignment with the UNCRPD. We will continue to build the organisational capacity of OPDs, particularly those representing marginalised groups, through training, technical assistance, participatory grant-making and research. We will partner with OPDs in the delivery of programmes and policy objectives and implement feedback mechanisms. We will start by encouraging connections between people with disabilities, FCDO posts, and national governments in country, providing guidance and training to posts and learning and improving over time. We will continue to invest in our strategic partnerships, such as the Global Action on Disability Network (GLAD) to co-ordinate our

* Identification of enablers varies across organisations, including the Disability Rights Fund, CBM, the World Federation of Deaf Blind, and the United Nations Committee on the Rights of Persons with Disabilities. They can include but are not limited to *accessibility, strengthening OPDs, participation and empowerment of people with disabilities, community-based development, disability-inclusive support services and assistive technologies.*

efforts, and work with the International Disability Alliance and other key partners to strengthen OPDs and build relationships with wider civil society. We will also engage with people with disabilities outside the formal movement. We will promote the inclusion of people with disabilities in COVID-19 response and recovery and we will continue to support OPDs to cope with the impact of the pandemic*.

Supporting empowerment of all people with disabilities

People with disabilities represent a diverse population. Their priorities, requirements and experiences depend on a complex and dynamic interaction between their individual characteristics and external factors⁵⁶. We know people with disabilities who experience multiple, intersecting and compounding forms of discrimination are likely to be amongst the most left behind†.

We remain committed to our 'Leave No One Behind' promise to prioritise the furthest behind and most excluded. We will continue to prioritise the inclusion and rights of marginalised and under-represented groups in all our work on disability inclusion. This includes people with intellectual disabilities and their families, who have been excluded from the vast majority of mainstream and disability-specific interventions. They have been disproportionately impacted by COVID-19 and must be included in response and recovery efforts. Our flagship disability programmes will continue to work with marginalised populations with disabilities to reflect and respond to their priorities and requirements, and equip OPDs to be representative of all people with disabilities - including those with intellectual disabilities and their families.

Women and girls with disabilities

This strategy is fully aligned with the FCDO's priority to unlock the potential, agency and freedoms of women and girls in all their diversity. We continue to work to 'Leave no girl or woman behind' and focus where progress is slowest because of intersecting discrimination or disadvantage, including for women and girls with disabilities. We will work across our overlapping priorities and invest in accelerators for gender-transformative and disability-inclusive change in services, provisions and policies that promote progress at scale. Women with disabilities are particularly excluded - marginalised and discriminated for their gender as well as for their disability - and we will identify opportunities to support their voice and agency. We will challenge and change discriminatory social, ableist and gender norms and unequal power relations and gender roles, including negative attitudes and discriminatory practices, laws and regulations.

We will equip our staff and delivery partners with the skills, tools and knowledge to better integrate gender equality and disability inclusion in their work. We will challenge orchestrated attempts to rollback disability and gender rights on national and international fronts, protecting and progressing gender equality and disability rights. We will support and listen to diverse local civil society, particularly women's rights organisations and OPDs, and encourage their work to be mutually supportive and collaborative.

* Recognising OPDs played a critical role to mitigate the consequences from the exclusion of persons with disabilities and successfully advocated for a more disability-inclusive response from many governments, despite dramatic reductions to funding and operational capacity.

† The experience of people with disabilities differs dramatically due to the multiple and intersecting identities they experience, including their SOGIESC, age, ethnicity, race, location, socio-economic status, legal status and other factors.

LGBT+ people with disabilities

FCDO upholds the rights and freedoms of all LGBT+ people who should be accorded the same dignity, respect and rights as other citizens. We will promote tolerance and non-discrimination against LGBT+ people with disabilities and address discriminatory laws.

We will also support representative organisations of LGBT+ people with disabilities where possible, to increase access to accessible and appropriate services and support. We will encourage the voice and participation of LGBT+ people with disabilities, including at our first global LGBT+ conference, 'Safe To be Me' in June 2022.

Older people

FCDO takes a life course approach, aiming to protect the rights of all people at all stages of their lives. We will continue to consider the diverse experiences, priorities and requirements of older people, many of whom have disabilities, impacting their autonomy, dignity and social participation. We recognise the critical role of older people and their representative organisations, including older women and widows of all ages who face additional discrimination and abuse.

We will continue to include age as an important dimension across our work, engaging closely with UN bodies*, and supporting UN resolutions on the human rights of older people and widows and encouraging our partners to do the same. We are supportive in principle for a multilateral instrument dedicated to the human rights of older people. We will invest in improving collection, analysis and use of age disaggregated data and will remain a key stakeholder in the Titchfield City Group on ageing to support this work.

Mental health and psychosocial support

FCDO recognises all people with psychosocial and mental health conditions as rights holders, entitled to meaningfully participate in the decisions that affect their lives with free and informed choice. The UK champions a comprehensive and rights-based approach, as set out in the 2020 [Approach and Theory of Change to Mental Health and Psychosocial Support](#)[†] which provides practical advice to FCDO staff. We will support the meaningful participation of people with psychosocial disabilities and mental health conditions, including as part of our work with OPDs and in crisis responses[‡].

We will strengthen the skills and expertise of FCDO staff through knowledge sharing, learning forums and networks. We will work to address experiences of rights violations, coercion, negative attitudes and discriminatory norms, policies, laws and practices. We will use diplomatic opportunities to promote a rights-based approach and encourage partners to implement commitments under the UNCRPD, the Sustainable Development Goals (SDGs) and WHO Mental Health Action Plan.

* Including OCHA, UNFPA, WHO, OHCHR, the Open Ended Working Group on Ageing and the Human Rights Council.

[†] Developed in consultation with the mental health sector, this promotes wellbeing for all, improves access to quality services and support, and realises the full rights and inclusion of people with psychosocial disabilities. It is underpinned by equitable accessible interventions for all.

[‡] Crisis responses include opportunities to improve rights-based mental health systems, services and support that respect the rights of people with disabilities and increase resilience.

6. Mainstreaming disability inclusion

The creation of FCDO brought together a vast network of more than 280 offices worldwide. **Equality and inclusion remain at the heart of our integrated approach.** We aim to mainstream disability inclusion across the full breadth of the global network over time, adapted to country priorities and capabilities. We will champion disability rights through internal leadership and culture, engaging with people with disabilities, strengthening data and evidence, and using our enablers for inclusion. Our 'Rights, Voice, Choice, Visibility' outcomes reflect this approach. We will do this through policy, diplomacy, influencing, programming, procurement and safeguarding. We will learn and share lessons as we go.

Policy

Our work on disability inclusion fits within a broad approach to equalities that encourages collaborative work to empower women and girls, people with disabilities, and other socially marginalised groups. We will use a continuum that moves from 'equality awareness' to 'equality transformation'. As a minimum, teams must comply with UK legislation and do no harm, for example not reinforcing inequalities or creating additional safeguarding risks. This is not intended as a static model but will support FCDO to develop and adapt approaches to equalities and disability inclusion in line with local needs, capabilities and partnerships. We will use this strategy to guide and support disability-inclusive policies across the organisation.



Diplomacy and influencing

We will use our reputation and voice as a global leader on disability inclusion to accelerate change for people with disabilities, through our diplomatic network and position in national and international fora and partnerships. We will work through our strategic partnerships and make the most of key high-level moments, such as forthcoming Global Disability Summits.

We will defend and advance disability rights and non-discrimination and encourage countries to put in place the policies, practices and legislation needed to adhere to the UNCRPD. We will influence national governments and multilateral partners to do more using Board meetings and bilateral discussions. We will continue to provide expert technical advice to governments and international partners, ensuring the priorities and requirements of people with disabilities are central to COVID-19 response and recovery efforts. We will work with the private sector, building on our work with British Investment International to influence financial institutions and set standards.

We will continue to spearhead the global exchange of knowledge and evidence on disability inclusion. We will actively contribute to the evidence-base with new interventions and collection, analysis and use of disaggregated data to improve responses.

Programming

FCDO's new Programme Operating Framework sets out clear rules that outline expectations for all policy and programme delivery. Equalities are embedded into the ruleset, the principles and the overarching vision. A new rule explicitly states: *"all programmes (and policies) must consider and provide evidence, where relevant, on how their interventions will impact on gender equality, disability inclusion and those with protected characteristics"*. Underpinning this are four guiding principles – that our work must do no harm; have clear accountability; include context-specific analysis and participation of excluded groups (including organisations of persons with disabilities); and be firmly evidence-based.

FCDO expects programme teams to take a systemic approach to disability inclusion within programming. Programme templates, such as Business Cases and Annual Reviews, contain prompts to ensure staff are addressing and monitoring the impacts of our programmes on excluded groups, including people with disabilities. Guidance and training will be available, including on disability-sensitive Gender Equalities and Social Inclusion analysis. We will work with partners across government so that the UK's Official Development Assistance is disability inclusive.

Procurement

We continue to harness FCDO's purchasing power to benefit people with disabilities. We are applying the Social Value Model and relevant award criteria to our procurements over the Government Purchasing Agreement threshold. FCDO's Standard Terms and Conditions of Contract and Supply Partner Code of Conduct include requirements on non-discrimination, equality and social inclusion, and our guidance supports FCDO teams to consider disability inclusion throughout the procurement process. Through our supply engagement practices we will place an expectation on FCDO's delivery partners to demonstrate their technical understanding of, and commitment to, disability inclusion, including consulting and engaging with people with disabilities.

Safeguarding

Sexual exploitation and abuse and sexual harassment (SEAH) is unacceptable in the aid sector. The UK set out our vision and action on safeguarding against SEAH in the [strategy published in September 2020](#). **People with disabilities are disproportionately at risk of SEAH**, and women, children and those displaced with disabilities are at greatest risk. Through [Able Child Africa](#) and the [Resource and Support Hub](#) we are supporting the production of guidance for organisations working in the sector. We will continue to strive to improve SEAH prevention and response in all programmes and across the wider aid sector, paying specific attention to safeguarding people with disabilities.

Learning and development

We will equip our staff and delivery partners with **skills, tools and knowledge on disability inclusion**. The FCDO 'International Academy' will offer new training on equalities and disability inclusion to staff across the organisation. We will ensure staff are well briefed on risks to people with disabilities and modifications needed to mitigate the impact of COVID-19.

We have a **community of disability inclusion champions across FCDO** to support teams by sharing learning and good practice, as well our Social Development network and other FCDO communities. Expert advice, tailored training and research and analysis is provided by the Disability Inclusive Development programme and a disability [helpdesk facility](#). We will continue to **invest in high-quality research, monitoring and evaluation** and to disseminate this knowledge within and beyond FCDO. This includes FCDO's Programme for Evidence to Inform Disability Action (PENDA) and Disability Inclusive Development (DID) programme leading our research and evaluation into what works at a programmatic level. We will continue to mainstream disability inclusion across our research programmes.

Geographic focus and high achievement standards

We will **progressively work towards higher standards** in individual posts and departments who are striving to champion disability rights. Initial attention will be focused on two regions: Africa and parts of the Indo-Pacific region. We will draw on our development and diplomatic expertise and build on our existing development partnerships to protect, promote and progress the freedoms, rights and dignity of people with disabilities.

7. Living our values

From the outset, the FCDO has committed to putting inclusion at the heart of the organisation. We believe we must lead by example and live the values we are projecting internationally within our own workplace. As a [Disability Confident Leader](#), we commit to ensuring a kind and respectful organisation, which provides a supportive, inclusive, accessible and equitable working environment and organisational culture for all staff with disabilities.

We recognise our staff with disabilities must have a workplace and a working pattern that enables them to thrive, supporting their best work as well as their physical and emotional wellbeing. We are committed to ensuring all staff with disabilities are supported to reach their full potential across the organisation, at all levels and in all roles, including international deployments. This includes staff with disabilities in all their diversity; long-term conditions including invisible and dynamic conditions; neurodivergent staff; staff with mental health conditions; and staff who are parents of children with disabilities and/or carers.

We are committed to attracting, recruiting and developing staff with disabilities, recognising FCDO is below the working age average in its proportion of staff with disabilities, most notably at senior levels. To address this, we will maintain and build on our existing work. We will uphold our guarantee to interview anyone with a disability whose application meets minimum criteria. We will continue to support employees to reach their potential through access to workplace adjustments, and development programmes such as the [Disability Rights UK Leadership Academy Programme](#). We will go further to embed the systems and policies needed to build and strengthen a diverse and disability inclusive talent pipeline, working to build staff capability with targeted interventions for staff with disabilities, and support managers to identify and nurture potential.

We have enthusiastic and active disability related employee networks for staff with disabilities and disability allies. These include the Disability Inclusion and Awareness Network; Cancer Support Network; Mental Health, Wellbeing and Listening Network; Parents of Children with Disabilities and FCDO Carers. They are supported in their work by senior inclusion sponsors. We recognise the ongoing challenges and barriers faced by staff with disabilities, and our responsibility to listen and act on their feedback in a transparent, accountable, and systematic way. We commit to meaningfully including and amplifying the voices of staff with disabilities in the decisions that affect them.

The FCDO Board commits to working through this strategy to consult with these networks to understand and address issues raised including: how best to tackle experiences of bullying, harassment and discrimination; recruitment; and access to and implementation of workplace adjustments, including for those overseas. The networks provide a strong accountability mechanism for FCDO and encourage consistent vocal leadership and strong signalling on disability from all levels in the organisation.

Towards 2030

In the newly merged FCDO, we have an opportunity to look afresh at how we do disability inclusion across the organisation. We know we have work to do - our aspiration must be matched with action and our commitments with delivery. We want to be leaders not just in the creation of trail-blazing disability inclusion policy but also in its implementation. This means learning from what has worked, what has not, and identifying where transformation is needed across our culture, equipment, systems and processes.

We will use the four pillars of the FCDO Inclusion Framework (Achieving Potential; Fair Treatment; Building a Supportive Working Environment; and Mutual Respect and Kindness) to develop a disability inclusion delivery plan which empowers, equips and enables employees with disabilities/long term conditions to reach their full potential. We will ensure the plan is based on the lived experience of staff with disabilities and drives concrete, evidence based, action. We commit to work in partnership with our networks and sponsors on the development and implementation of this plan.

The FCDO is a member of the Business Disability Forum, including their Global Taskforce. We will draw on this expertise and ensure the plan reflects best practice. Through consultation we will consider how to ensure the FCDO is:

1. Providing fair and equal opportunities for FCDO employees, breaking down barriers that could prevent talented staff with disabilities from succeeding and employing targeted interventions to support their timely progress and development at all levels, including towards senior management;
2. Understanding how we attract and recruit staff with disabilities in all their diversity, including challenges around the Disability Confident recruitment process so we can improve implementation;
3. Promoting a culture of inclusion at all levels in the organisation and investing in activity to prevent bullying, harassment, discrimination and sexual harassment against employees with disabilities;
4. Ensuring employees and managers know how to access and implement workplace adjustments, including through effective use of Workplace Adjustment Passports. Adjustments could include flexible working patterns, adapted equipment, specialist software;
5. Promoting awareness, understanding and implementation of disability inclusion through access to training and resources, as well as sharing good practice across the organisation. This includes ensuring line managers are equipped meet the needs of staff with disabilities and nurture their talent and development;
6. Building on our Disability Confident Leader accreditation to work across our corporate departments to understand how we ensure our HR, Estate, IT, communications, events and commercial practices are inclusive, accessible and welcoming to those with disabilities.

8. Accountability

Governance

Equalities is embedded into the four governance boards in the FCDO: the Strategy Committee, the Delivery Committee, the Investment Committee and the People's Committee. Collectively these boards will hold senior responsibility for the FCDO's obligations on equality including implementation of this strategy. Oversight from senior leaders across FCDO will provide strategic direction for our work on equalities in a way that is rooted in practical realities.

An External Disability Board of experts will provide advice and expertise on the implementation of the strategy. The board will meet twice a year, chaired by a senior FCDO official.

Monitoring, evaluation and learning

The strategy will be monitored using a framework based on the following.

Indicative monitoring framework for the strategy

Level	Indicators	Source
Impact	<ul style="list-style-type: none"> Proportion of people with disabilities living in poverty in specific countries Proportion of disability population who believe decision-making is inclusive and responsive (SDG indicator 16.7.2) 	UNCRPD reports, national level population statistics and surveys SDG monitoring reports
Outcome	<ul style="list-style-type: none"> Evidence of global progress against Global Disability Summit commitments Unemployment rate for people with disabilities (SDG indicator 8.5.2) 	Regular monitoring reports published by the GDS Secretariat SDG monitoring reports
Output	<ul style="list-style-type: none"> Number of programmes coded as disability inclusive (principal or significant) Number of additional girls with disabilities in education in priority countries Number of people with disabilities benefiting from Gender-Based Violence prevention or response services through FCDO support Number of people with disabilities reached through humanitarian and social protection support (food, cash and voucher transfer) Number of people with disabilities supported to better adapt to the effects of climate changes as a result of ICF 	OECD-DAC marker on disability inclusion FCDO results monitoring and UNESCO indicators FCDO results monitoring FCDO results monitoring ICF monitoring

The strategy will be underpinned by a delivery plan developed with meaningful participation from people with disabilities and their representative organisations. We will report progress to the External Disability Board and share practical learning and guidance on the implementation of the strategy across FCDO. FCDO's commitments at successive Global Disability Summits will be monitored through established public accountability mechanisms led by the GDS Secretariat.

We know that much will change over the years to 2030. We will consult with OPDs to make sure we respond to their priorities. We will review the strategy and delivery plan periodically, starting after the end of the UK Government's Spending Review period in 2025.

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Annex – full acknowledgements

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 Concern Service for Disabled
 Disabled Child Foundation
 Innovation for Wellbeing Foundation
 National Council of Disabled Women
 Persons with Cerebral Palsy Foundation
 Society for the Welfare of the Intellectually Disabled
 Society of the Deaf and Sign
 Women with Disabilities Development Foundation

Kenya

Albinism Society of Kenya
 Cerebral Palsy Society of Kenya
 Community United for the Advocacy of the Child
 Deaf Empowerment Kenya
 Ecumenical Disability Advocates Network
 Kenya Disables Information and Advisory Centre
 Kenya Paraplegic Organisation
 Kenya Union of the Blind
 Kisumu Action Disability Development Network
 Short Stature Society of Kenya

Spina Bifida and Hydrocephalous Association of Kenya
 TINADA Youth Organization
 United Disabled Person of Kenya
 Vision for the Blind
 Women Challenged to Challenge
 Youth on the Move

Indonesia

DPP Persatuan Tunanetra Indonesia
 Gerakan Untuk Kesejahteraan Tuna Rungu Indonesia
 Himpunan Wanita Disabilitas Indonesia
 Himpunan Wanita Disabilitas Indonesia South Sulawesi Province
 Indonesia Mental Health Assosiation
 Perhimpunan Organisasi Harapan Nusantara
 Perkumpulan Difabel Sehati Sukoharjo (Sehati)
 Perkumpulan Tuli Buta
 Persatuan Penyandang Disabilitas Indonesia South Sulawesi
 Pusat Pemilihan Umum Akses Disabilitas
 Sasan Inklusi dan Gerakan Advokasi Difabel Indonesia
 Yayasan CIQAL
 Yayasan Peduli Sindroma Down Indonesia
 Yayasan Pusat Pemberdayaan Penyandang Disabilitas Indonesia Bali
 Yayasan Sentra Advokasi Perempuan Difabel Dan Anak

Nigeria

Access Tech
 Advocacy for Women with Disability Initiative
 Advocacy for women with disability initiative
 Association of Intellectual and Developmental Disability in Nigeria
 Association of Lawyers with Disability in Nigeria
 Centre for Disability and Development
 Centre for Inclusive Development
 Deaf Women Allowed Initiative
 Disability Advancement Initiative
 Disability awareness and Development Initiative
 Down Syndrome Foundation
 Enugu Association of the Deaf

Festus Fajemilo Foundation
 Gender and Disability Inclusion Advocacy Centre
 Godiya Disability Inclusion and Development Initiative
 Halydrop Foundation
 Hope Alive Foundation
 Inclusive Friends Association
 Irede Foundation
 Joint National Association of Persons with Disability
 Kanawa Educational Foundation for the Disabled
 Kano state association of the deaf
 Kano State Initiative Of Persons With Disabilities
 Lionheart Ability Leaders International Foundation
 National Association of persons with Physical Disability
 Nigeria Association of the Blind
 Nigeria Association of the Blind (Enugu Chapter)
 Nigeria Association of the Blind (Lagos Chapter)
 Nigeria National Association for the Deaf
 Nigerian National Association of the Deaf
 Project Enable Africa
 Rebuilding Hope on Wheels Initiative
 Rights & Privileges of Persons with Disability Development Initiative
 The Albinism Foundation
 Voice for Disability Initiative

Uganda

Epilepsy Support Association of Uganda
 Inclusion Uganda
 Integrated Disabled Women Activities
 Jinja District Union of Persons with Disabilities
 Masaka Association of Persons with Disabilities living with HIV/AIDS
 Mbale Union Of Disabled Persons
 National Union of Disabled Persons of Uganda
 National Union of Women with Disabilities of Uganda
 Out & Proud Minority Disability Support Association
 ShowAbilities Uganda
 Tukore Invalids Salvation Stream Association

Uganda National Action on Physical Disability
 Uganda National Association of Cerebral Palsy
 Uganda National Association of the Blind
 Uganda Parents of Persons with Intellectual Disabilities

Commonwealth Disabled People's Forum

ADD Swabhiman - Odisha, India
 Autism South Africa
 Barbados Council of the Disabled
 Botswana Federation of the Disabled
 Commonwealth Parliamentary Association
 Disabled Persons South Africa
 DOJF Sri Lanka
 Gambia Federation of the Disabled
 Ghana Federation of Disability Organisations
 Guyana Council of Organisations for Persons with Disabilities
 Lesotho National Federation of Organisation of the Disabled
 Maldives Association of Persons with Disabilities
 Mozambiquian Forum of Disabled People
 National Centre for Promotion of Employment for Disabled People, India
 National Federation of People with Disabilities in Namibia
 Reclaiming Our Futures Alliance UK
 Rwandan Organization Women with Disabilities UNABU
 Sierra Leone Union on Disability Issues
 Special Talent Exchange Program Pakistan
 Tanzanian Federation of Disabled Persons Organisations
 United Disabled Persons of Kenya
 Zambia Federation of Disability Organisations