

Minimum and high achievement disability¹ inclusion business standards for each DFID business unit

Strand	Minimum standard	High achievement
Office wide approach and culture	Clear commitment from head of Office/Mission/Department. Disability champion appointed. Disability inclusion plan/strategy in place including to increase staff with disabilities and ensure HR processes, communications and IT are accessible.	Continued strong signalling from leadership. Disability is included in country/Department strategy and plans. Increased capacity of staff and numbers of staff with disabilities.
Engagement and empowerment of people with disabilities	Annual (at least) consultation at business unit level with Disabled Peoples Organisations (DPOs) on design, implementation and evaluation of programmes and office policy and strategy. Consultation carried out in a way that builds capacity and involving groups that are sometimes excluded such as women and people with psychosocial or intellectual disabilities.	Active support by DFID to build strong networks of Disabled Peoples Organisations in developing countries who know how to influence government policy, including through alliances with women's rights organisations.
Influencing	Regular engagement on disability inclusion with stakeholders including private sector. Consistent signalling that disability inclusion and gender equality are important to DFID and mutually reinforcing. Countries only: Regular advocacy with country governments. Existing donor/civil society co-ordination mechanisms involve Disabled Peoples Organisations and ensure women's voices are well-represented.	Governments/other stakeholders are supported to address stigma and discrimination and implement their commitments under the UN Convention on the Rights of People with Disabilities and those made at Global Disability Summit and subsequent summits. Dedicated donor/civil society co-ordination mechanism for disability issues involves Disabled Peoples Organisations.
Programming	Stocktake of programmes carried out to assess whether they are disability inclusive. All new Business Cases, terms of reference for suppliers and all Annual Reviews consider the needs of people with disabilities, including the differential needs of women and girls in line with the Gender Equality Act. Flagship programmes in focus sectors pilot an in-depth approach to mainstreaming with involvement of Disabled Peoples Organisation. All programmes are marked against the disability spend marker.	All programmes in the focus sectors are considering the needs of people with disabilities, including the differential needs of women and girls, and justify if and how they are actively supporting them. Flagship programmes delivering results at scale for people with disabilities. Programmes are addressing stigma and discrimination against people with disabilities.
Data, evidence and learning	All new programmes collect and use disability disaggregated data for relevant indicators. Lessons from pilot programmes are shared regularly.	Cutting-edge evidence and learning generated that informs gender-responsive, disability inclusive programming in DFID and beyond. Countries only: Information is collected on barriers and enablers for women, girls, men, and boys with disabilities.

¹ Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.