

## UN Global Compact Communication on Engagement

Leonard Cheshire became a signatory of the UN Global Compact in August 2018, and I am pleased to confirm that since this time we have continued our support for the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption.

We have remained committed to embedding the principles of the UN Global Compact throughout our organisation and the work we do both in the UK and internationally. The principles are reflected in our culture and strategy, particularly those relating to human rights, which forms the core of our international advocacy and programmes work. We have continued to promote the ten principles through our actions and ensure that Leonard Cheshire supports other organisations in their work to promote the principles, particularly for those who are not themselves signatories.

Since becoming a signatory Leonard Cheshire has achieved numerous goals associated with the Ten Principles. While our [Annual Report](#) goes into greater detail about some of these achievements, please find below a summary of our key successes in relation to the Ten Principles.

Leonard Cheshire's international advocacy and influencing work has been guided by a human rights approach to promoting the rights of people with disabilities. Focusing on three main areas — education, employment, and independent living — we use data, evidence, and insight to influence government, elected officials, and key decision makers.

Our influencing work is particularly focused on the full implementation of the UN Convention on the Rights of Persons with Disabilities and is closely aligned with the Sustainable Development Goals.

We also provide advice and expertise on disability while working with disabled people to make sure policy development and implementation processes have disabled people at their core. We respond to government consultations and take part in parliamentary select committee inquiries by providing written and oral evidence and engage with All-Party Parliamentary Groups.

We know we cannot do this alone, so we work with consortia such as the UK's Disability Benefits Consortium, the International Disability and Development Consortium and Bond, the UK's network for international development organisations, where we are actively involved in a number of working groups including the Disability and Development Group, the SDGs Group, and the Policy and Lobbying Group. We also engage actively with key donor organisations including the UK's Foreign, Commonwealth and Development office (formerly the Department for International

**Patron:** Her Majesty the Queen **Founder:** Group Captain Lord Cheshire VC, OM, DSO, DFC. **Leonard Cheshire Disability** is a registered charity no: 218186 (England and Wales) and no: SC005117 (Scotland) and a company limited by guarantee registered in England no: 552847. VAT no: 899 3223 75. Registered office: 66 South Lambeth Road, London SW8 1RL.

Development), USAID, and the European Union. At a global level we work with a range of UN and multilateral development agencies such as the International Labour Organisation, UNESCO, UNICEF, and the World Bank to make sure that disabled people are included in the global development agenda and their human rights are respected.

We have ensured that robust monitoring mechanisms are in place, so our work is not only compliant with domestic employment reporting requirements and safeguarding policies, but also overarching human rights frameworks.

### Engage companies in Global Compact-related issues

Under Leonard Cheshire's '[Innovation to Inclusion](#)' (i2i) programme, 146 businesses received sensitisation (awareness) training on promoting the rights of persons with disabilities in the workplace. Following this, 72 business were supported to complete an audit of their workplace accessibility, covering policy, attitudes, and physical environment. These businesses were supported to develop action plans and measure change. To date, 34 of these businesses have made significant changes to their environment or practices.

i2i also developed three online learning modules linked to business and disability networks and popular job search platforms in Kenya and Bangladesh. These learning modules targeted awareness and attitude change towards ensuring accessible workplace environments and policies promoting the employment of persons with disabilities.

OPDs (organisations of persons with disabilities) were also supported to collect data in response to articles 27 and 28 of the UNCRPD, monitoring access to employment and implementation of legislative frameworks. Using this data OPDs have successfully advocated for policy change in availability of reasonable adaptation during recruitment phases in the public sector in Kenya and are currently focused on policy change for tax relief in Bangladesh.

### Engage with Global Compact Local Networks

In 2019 Leonard Cheshire organised a roundtable with the Global Compact Network UK, to raise awareness of the SDGs among UK disability organisations. We worked collaboratively with this network to coordinate contributions from the UK's disability sector into the UK's Voluntary National Review in 2019.

Leonard Cheshire has a zero-tolerance approach to modern slavery and human trafficking, including forced and child labour. Leonard Cheshire has a large and complex supply chain with a variety of commercial relationships with third parties. The charity recognises the importance of its role in executing the requirements of the Modern Slavery Act 2015. We continue to work to ensure a zero-tolerance approach to slavery and human trafficking.

We have around 4000 staff and over 6500 active volunteers, most of whom are based in the United Kingdom. Our staff are largely directly employed and are generally not in any category which is seen to be vulnerable to modern slavery in this country, so

our focus is to ensure there are policies and due diligence procedures in place for our suppliers.

We continue to work to identify and mitigate the risk of slavery and human trafficking in our supply chain, including:

- A risk assessment undertaken during each procurement process; this provides assurance that our supply chains comply with LC Modern Slavery policy.
- Rolling out a new Modern Slavery Policy in 2019, including an internal awareness campaign and e-Training to raise awareness across our staff and volunteers.
- Modern Slavery clauses included in all central supplier Contracts.
- In 2020 mobilising a 'Speak Up' service throughout the UK and internationally. This enabled us to create a safe environment within our organisation for individuals to raise workplace concerns.
- In 2020 we also rolled out further awareness updates to colleagues and volunteers in line with the upcoming Anti-Slavery Day on the 18 October 2020.

We published our first annual Environmental Report in 2019, a key step in promoting greater environmental responsibility. Within this report, Leonard Cheshire committed to saving energy, reducing waste, protecting biodiversity, minimising pollution, and cutting the amount of carbon and other emissions generated by our operations, our staff, our customers, our contractors, our suppliers, and our delivery partners.

Internationally, we currently operate from leased buildings or shared offices with delivery partners. We have asked them to demonstrate their environmental commitments, whilst taking into consideration the types of countries we operate within and the lack of supply of water, fuels, and energy in some locations.

Accessible e-learning modules have been developed to support the development of soft employment and digital skills to meet workplace demands. Increasing opportunities for creative solutions to working from home and reducing travel have provided significant opportunity for persons with disabilities to engage in the workplace with equity. In addition to this, increased use of technology and online digital platforms have seen digital job fairs and recruitment processes becoming more accessible for persons with disabilities.

Leonard Cheshire is very proud of the progress we have achieved as a United Nations Global Compact signatory in embedding the principles of the UN Global Compact.

Best wishes,

Gemma



**Gemma Hope** | Director of Policy, Leonard Cheshire

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