

Great Global Impact Report

2020-2021

Disability Employee & Business Resource Groups / Networks / Communities

**Building a better working world via the lived experience of employees:
disability confidence from the inside out**



PurpleSpace

 **BARCLAYS**

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Who we are and what we do

Building disability confidence by making all abilities count

Valuing the lived experience of our disabled colleagues is fundamental to our commitment to building a supportive and inclusive culture for all of our employees. Reach, our employee network focused on disability, mental health and neurodiversity, is a powerful resource within Barclays, helping to build disability and mental health confidence through sharing stories and influencing change for our customers, clients and colleagues.

In a challenging year, the support offered by Reach has never been more important. Its mentoring programme has gone from strength to strength, and membership of the network has grown globally. With chapters across Asia, key locations in America and throughout the UK, our Reach communities have been providing exceptional support to colleagues at a local level, work which was recognised at Barclays 2020 Citizenship and Diversity awards.

Building on the foundations of the *This is Me* campaign launched by Reach in 2014, the network has launched a new internal portal this year, featuring stories shared by Barclays colleagues about their experiences of living with a disability, mental health or neurodiverse condition, or caring for someone who does. Externally, *This is Me* was launched with organisations across Yorkshire in 2020, joining *This is Me* communities in London, the North West, West Midlands, Scotland and India potentially reaching over 1.4 million employees.

We have also increased our focus on the power of allies for their role in providing the support that helps every individual to succeed. Our Reach Purple Champions are allies who help to build disability and mental health confidence across the business by increasing understanding amongst colleagues.

Barclays continues to be a proud member of PurpleSpace and we are once again delighted to sponsor the Great Global Impact Report about the work of disabled employees and business resource groups around the world. We know through the tremendous work of Reach, that such network groups can create a sea-change in supporting colleagues and enabling the business to better reflect the reality of its customer base. PurpleSpace creates a community for us to share what we have learnt and, in turn, learn so much more from others.

As we come towards the end of a most extraordinary year, we look to work with PurpleSpace and like-minded businesses to navigate new ways of working. It is through the insights highlighted in the Great Global Impact Report 2020-2021 that will enable us to challenge ourselves and to work in partnership with others across the globe to build disability and mental health confidence, and to ensure we continue to make the talents and skills of people of all abilities count.

**Paulette Cohen,
Head of Diversity & Inclusion,
Barclays**



Creating impact during the year the world changed

There are 386 million employees with disability of working age across the globe. Many of them work in organisations of a size where the best method of developing inclusive workplace policy is by listening to their own people. And the majority of those do that through the establishment of disability employee / business resource groups or networks.

As chair of the PurpleSpace Impact Working Group, I am delighted to bring you the findings of our recent Great Global Impact survey 2020-2021.

I am fortunate to have direct experience of the value of working in organisations that choose to learn directly from their own people. The lived experience of disabled employees is often the fundamental instrument in igniting and sustaining culture change, of helping people to bring their authentic selves to work: building disability confidence from the inside out.

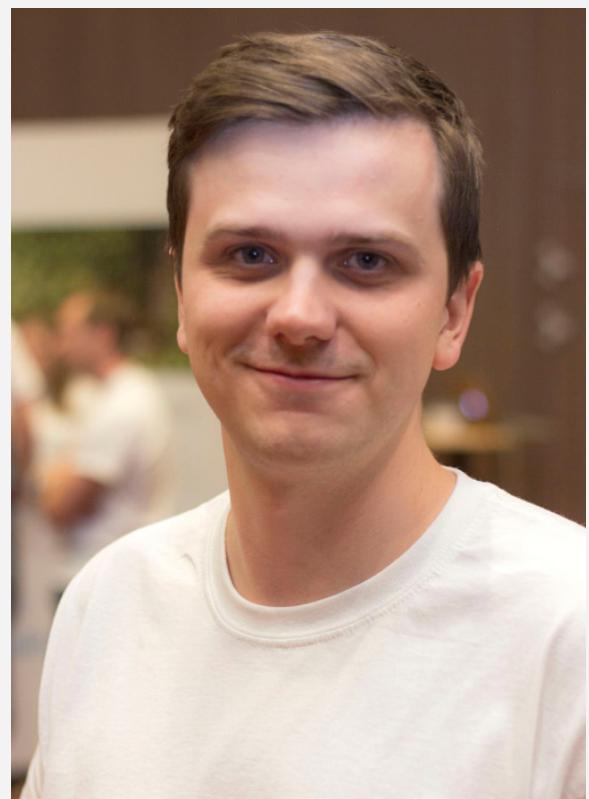
The findings indicate a consistent and growing trend of employers choosing to learn deeply from the lived experience of employees with disability. There were five key takeaways from the research. And they prompt key questions:

- The #PurpleLightUp movement has kickstarted more internal 'change programmes' than any other recent instrument of change – **how can PurpleSpace respond to demand to 'mine' the opportunity of systemic change that it presents?**
- The greatest challenge for ERG/Network leaders is that of making time for their volunteer role and recruiting other volunteers – **how do senior business, public sector and NGO leaders currently reward those individuals who are making the most valuable contribution to internal change?**



- Story-telling campaigns are one of the most powerful methods for driving change – **how does PurpleSpace best respond to the need for know-how in delivering key messages?**
- The greatest value of PurpleSpace is in delivering unique Networkology know-how – **how can we better cascade that know-how to reach every corner of the globe**
- Resource groups / networks had a central role to play in supporting employees and allies during the peak times of Covid-19 Lockdowns and remote working – **how will senior leaders continue to tap into the experience of disabled employees as new structures evolve? How might long-Covid impact on our awareness and need to take account of people with long-term illnesses at work?**

Ultimately this report is about the role and value of disabled employee resource group / networks. It is clear that those organisations who choose to listen to their employees, will build back better and faster.



**David Caldwell,
Founding PurpleSpace Ambassador,
PurpleSpace**

Key research findings

Summary

Between 14th September- 30th October 2020 we ran a simple on-line survey and invited employers across the world to take part. In addition, we invited responses from our ERG Global Forum and the #PurpleLightUp Reference Group and gained further insights from our regular coaching sessions with ERG / Network leaders. Just over 200 leaders, allies, champions and D&I professionals took part.

This report summarises the key findings. The full findings can be provided on request. All responses remain anonymous.

1. Does your organisation have a disability network/resource group or a formal ally/champion programme?

Yes – 94.92%

No – 4.24%

Don't know – 0.85%

2. Are you/is your organisation a member of PurpleSpace?

Yes – 86.44%

No – 5.93%

Don't know – 7.63%

3. Does your organisation's work extend to many countries? If so, please indicate the geographies in which your organisation operates:

Africa – 40.70%

Asia – 70.93%

Australia / Oceania – 54.65%

Europe – 95.35%

North America – 72.09%

South America – 40.70%

4. What is your role within your organisation's network / resource group or in the organisation's ally / champion programme?

Chairperson / co-chair / network or resource group leader / member of the executive committee – 53.33%

Member of the network / resource group – 28.33%

Diversity and Inclusion team – 21.67%

Ally / champion – 15.83%

Key senior champion / executive sponsor for the network / resource group – 9.17%

I am not part of a network / resource group or ally / champion programme – 1.67%

5. What do you believe is the greatest benefit of your organisation having a disability network/resource group or having an ally/champion programme?

- Culture change within the organisation: 56.63% felt it was of the greatest importance.
- The opportunity to 'normalise' disability and ill health as part of the experience of being human: 57.39 felt it was of the greatest importance.

- Only 50% of respondents thought the chance to input ideas as to how the organisation betters serves its customers or wider stakeholders as part of the ERG / Network role is important.
- Significantly 57.89% of respondents thought it was of least importance that the ERG / Network role was to cascade messages about senior commitment to disability and that disability is on the board agenda.

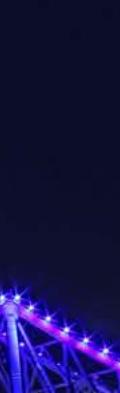
6. What is the most important activity or project that your resource group / network or ally / champion programme has achieved?

The four most frequently cited activities/projects achieved were:

- Normalising disability by story-telling campaigns/seminars/discussion groups
- Engaging large numbers of employees with the value of disability inclusion via #PurpleLightUp during International Day of Persons with Disability on 3rd December each year
- Supporting individuals to access the adjustments they need and /or building inner confidence
- Inputting to policy and practice (most often cited the workplace adjustment process and disability strategy)

“
Round tables with the Executive Senior Leaders have been vital – they heard first-hand how employees were treated ‘under their watch.’

“
Building your inner confidence campaign, #PurpleLightUp and introducing the Disability Passport have been the most important.



“

Support to introduce a clearly defined workplace adjustment process into the workplace has been the most important activity.

”

“

Putting access on the boardroom agenda has been a huge project to make changes across the company: sharing this globally with other cultures.

”

“

The Purple Network launch went really well with a lot of staff attending; we lit up the hospital chimney in purple to send a message and there was some really good publicity around it.

”

“

Celebrating International Day of People with Disabilities / #PLU: brings our people together through wearing purple. It helps people be more mindful of their colleagues around them.

”

“

Co-produced our Workforce Disability Equality Action Plan; includes sharing staff stories at Board meeting; produced Purple Passport; Purple Network members are reverse mentoring Executive and Non-executive directors.

”

“

Personal story telling sessions have high impact. Equipping colleagues to have the inner confidence to talk about their disability. In addition, targeted campaigns on particular types of disability. Whatever you decide to do, make it specific actionable and outcomes focused.

”

7. What is the most significant 'engagement with colleagues' you have achieved? The four most frequent engagement opportunities were:

- Reverse mentoring schemes
- #PurpleLightUp during International Day of Persons with Disability on 3rd December each year
- Introduction of allies and champion programmes
- Story-telling campaigns

“
#IDPWD and #PLU are massive. We encourage everyone from top leader to wear purple and engage.

“
Sharing personal stories about challenges and obstacles has raised knowledge and awareness, so that their experiences can act as learning milestones.

“
PurpleLightUp was fantastic for engagement and helped to raise awareness of our network and disabled colleagues and the contribution they make.

“
Setting up disAbility Friends. We leaflet dropped every desk with messages about hidden disabilities and this caused many informal and positive discussions. We won the excellence award for diversity and inclusion.

“

Reverse mentoring; having the board willing and excited to go through reverse mentoring was really uplifting.

”

“

Getting the entire senior management team 30+ engaging in conversations regarding disability and how they can support and promote diversity and inclusion.

”

“

Network Chair talked about disability in all company Townhall with circa 3000 people and then took part in another session with our CEO and around 250 people.

”

“

Since I took on the chair of our disability network, our membership base has increased by 30%. This is largely as a result of events like PLU and our internal D&I week.

”

“

Connecting senior leaders with our ERG members so they can hear directly about the concerns members have: members feel heard and leaders get a wide range of input.

”

“

A series of staff written articles about their experiences of living and working with a physical or mental condition. Each was very personal but offered advice for managers and colleagues on how to support people with their particular circumstances.

”

8. What is the most significant way you have partnered with your Diversity and Inclusion colleagues?

The three most frequently mentioned examples included:

- The creation or improvement of the workplace adjustment process
- The encouragement to collaborate with other ERGs / Networks
- The creation of new policies such as the well-being policy, the introduction of the passport and improvement of digital accessibility

“ We used the insights and lived experiences of members of the network to inform and influence policy changes /creations.

“ The D&I team are currently conducting a review of all our workplace equality networks (WENs) and all WENs have been able to have a voice in this. This review forms part of a programme to support the WENs and help to build their capacity so that they can offer the level of policy and implementation support needed by the organisation.

“ During the lockdown, we have engaged with our D&I colleagues to ensure that Covid-related policies did not adversely impact disabled people. We have also carried out equality impact assessments on our return to the office risk assessments to ensure that the content did not disadvantage disabled people.

“ Our role has been to improve internal and external service for digital accessibility. This has led to a programme of changes to make our systems accessible, policy changes to ensure we all follow the new accessibility standards. I have personally written a series of documents to make our estates accessible. Hopefully this will be phased out over the entire global estate.

9. Whatever role you have in running a disability network /resource group or an ally or champion programme, what are your greatest challenges?

The two greatest challenges for ERG/Network leaders are:

- Lack of time
- Securing volunteers

10. Why do you think so many organisations are joining the PurpleSpace community?

The three top reasons why ERG / Network leaders are joining PurpleSpace:

- Helps to feel part of a bigger community of change agents creating a better working world for disabled employees
- Opportunity to learn about how to drive cultural change through the targeted resources, webinars, events, podcasts, per-group coaching
- Opportunity to meet and network with other ERG / Network leaders

11. What one thing can PurpleSpace do more of to support you to build a better working world for disabled employees, and to help your own colleagues build disability confidence from the inside out.

The four things PurpleSpace can do more of were:

- More digital networking and peer-group learning
- More focus on allies / champion programme best practice
- Ensure #PurpleLightUp is truly global
- Develop more policy 'white papers' or partner with others to surface the experience of employees with disability in government policy development

12. Why are people involved in their organisation's disability network / resource group or the ally / champion programme or related activities?

“ Because I know how hard it can be to work with a disability and I want to make life easier for others.

“ If I don't do it, who will?

“ As an ally I want workmates and community members to go about their day to day lives ensuring all their actions result in a level playing field for people with disability.

“ I want to leave the organisation inclusive for disabled staff, where disabled colleagues don't have to ask, explain or justify but be accepted for who they are and the benefits they bring.

“ The reason has never changed - 'to level the playing field for those with a disability and make it less hard work to succeed than it has been for me!'

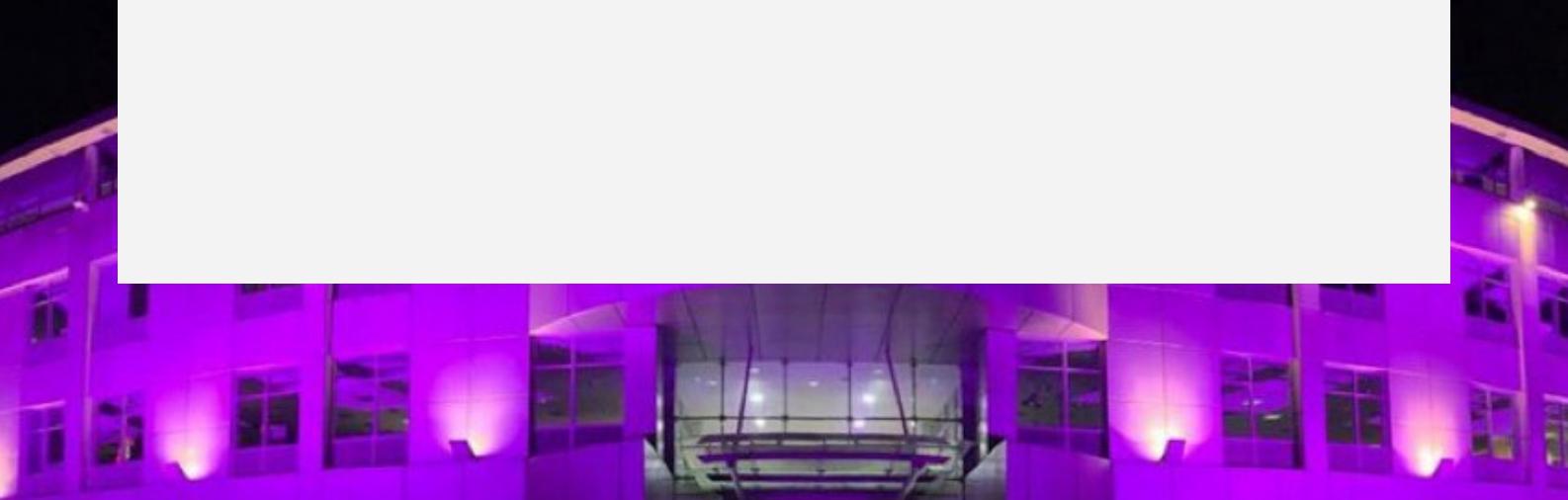
“ I am passionate about disability through having a disabled son and growing up with a disabled father. By sponsoring the network we have been able to work together with other parts of the organisation to mainstream disability in all we do.

I've had to fight tooth and nail to get where I am as a disabled woman, to get the support I need to be an outstanding employee. I want the disabled women who come after me to see that they can do the same and to not have to fight so bloody hard! PurpleSpace helps me to understand my own disability confidence and how I can influence the confidence of others.

I don't want anyone to EVER feel - as I have in the past - that their viewpoints and lives have less value because of different health challenges.

My return to work with an acquired disability was a mess. I became a founding member of our network in 2010 to ensure we had a decent workplace adjustment policy. Then I got interested in how badly we were doing in relation to staff with disability. Had to do something about that too - and did.

I want to do everything within my power to make our workplace as inclusive as possible. That certainly includes paving the way and opening doors for our candidate pool and all of our colleagues - those that are disabled today, and those who may become disabled in the future.

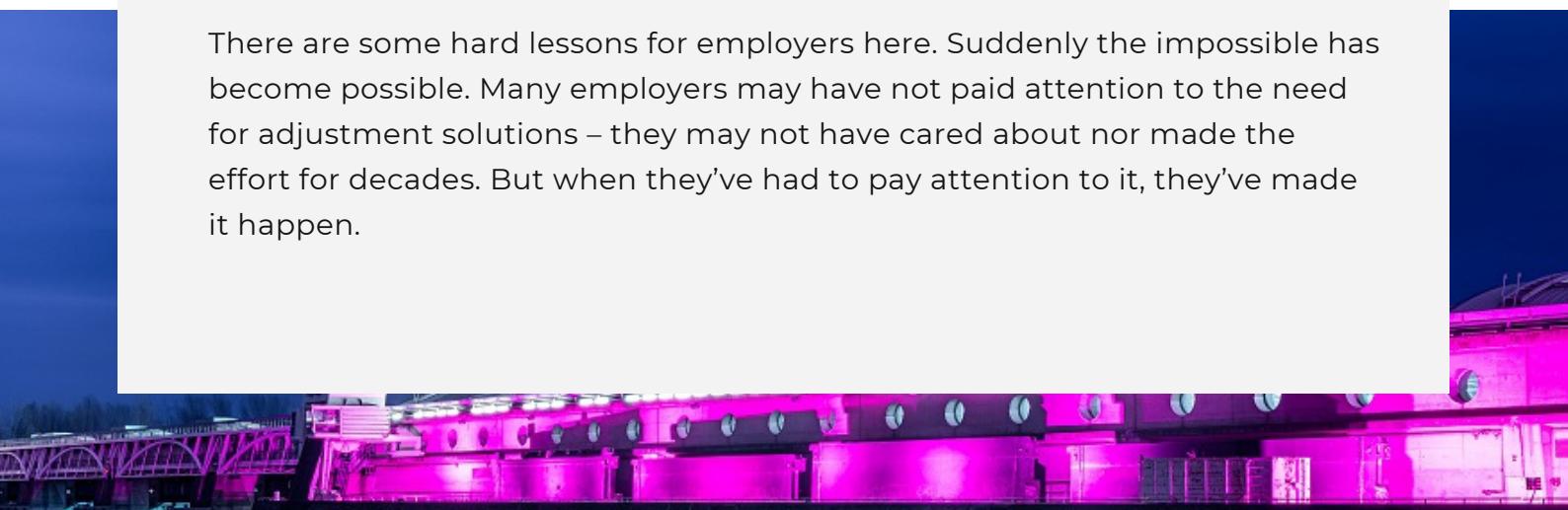


Covid-19 planning and policy implications

On 11 March 2020 the World Health Organisation declared the outbreak of Covid-19 a worldwide pandemic. In the months that followed hundreds of millions of people lived through lockdowns. Many had to make the abrupt shift to working from home. Millions lost jobs and millions more worried about their future job security. All of us have had our lives disrupted. It is uncertain what the final death toll will be before any country can say with any certainty that it is moving into a post-pandemic future. One thing that is certain is that the world of work has changed.

The findings of the Great Global Impact survey 2020-2021 indicate a significant trend, within the PurpleSpace community at least, for employers to learn deeply from the lived experience of their own employees with disability. Access to kit, home working, and thinking differently about communicating with colleagues is something lots of disabled employees have been asking for, for a long time. We've seen huge numbers of people having to work from home in dramatic circumstances. This has shone a spotlight on conversations we at Scope have wanted to have for a long time – about the need for flexible working; about the need for employers to recognise managing a condition might necessitate time to work from home; and about the need for simple, accessible communication tools that include everyone.

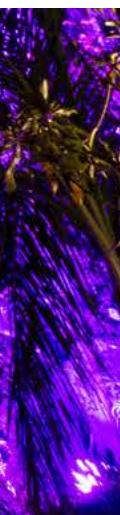
There are some hard lessons for employers here. Suddenly the impossible has become possible. Many employers may have not paid attention to the need for adjustment solutions – they may not have cared about nor made the effort for decades. But when they've had to pay attention to it, they've made it happen.



The results highlight that most employers within the PurpleSpace community moved at some speed to ensure all their employees had the kit that they need to work remotely in very difficult and dramatic circumstances. However, we are left with some key questions to offer senior business, public sector and NGO leaders about the creation of a better working world for all:

- How far has the pandemic normalised remote work, and what might that mean for the shape of future employer structures? – and the opportunities for employees with disability?
- How often will employees be required to 'go into the office'? And if the answer is 'less than before', will that make it easier for employees who manage disability / impairment as well as the day job, to contribute better and with less stress?
- What impact will long-Covid have on the ability of employers to better adjust work for people with long-term illness?
- What impact will a 'hybrid' way of working have on how we communicate, connect and create? And how might we ensure that communication, connection and creation include communities that have not been included before now?
- Will work-from-home be the great leveller in terms of diversity and disability equality? Can we learn to build better safety nets for susceptible/vulnerable workers and those who choose to shield?
- If the future is digital, how do we make sure swathes of the global population are not left behind, when there is still so much more to do in the creation of accessible IT products and services?

Scope are proud #PurpleLightUp Founding Strategic Partners. We don't have the answers to all these questions, but we look forward to working with PurpleSpace and its community to answer them so that employers, large and small, are able to learn directly from their own people.



Scope question one: What changes, if any, has your organisation introduced to support disabled colleagues as a result of Covid-19?

Findings

The research findings show significant examples of how employers moved fast to deliver workplace kit and ICT accessible communication adjustments/accommodations to their employees. One employer alone moved 2,500 pieces of furniture to remote workers in a period of weeks. The same employer led a 'disability-strategy call' with a senior leader sharing the story of her husband's impairment. There were nearly 9,000 employees on the call.

Some of the key messages we heard from the respondents:

“ Suddenly all the impossible things I've been asking for, for the past decade, are possible! I now work from home full-time. My IT needs have finally been met. I can have ergonomic equipment delivered to my home! Colleagues who would never normally work from home have been very demanding about wanting extra equipment ergonomic furniture, etc - which has made it clear to me how none of this was considered when I worked from home part-time before Covid. ”

“ Nearly everyone (approximately 60,000 employees) was provided with kit to work from home which was challenging when “special” kit was required. New streamlined processes were put in place which confused some but by having a strong network of allies we were able to ensure needed equipment was provided to the majority. ”

Scope question two: What measures, if any, does your organisation intend to put in place to support colleagues with disability return to your workplace?

Findings

The research findings show the majority of employers who responded will be significantly changing the balance of 'on-site' and 'remote' workers – with a markedly different expectation of what will be required in estate provision. While there are many unanswered questions about how the new blended teams might work efficiently and productively in the future, it seems clear that most employers want to capitalise on the 'gains' that surfaced from changed ways of working as a consequence of navigating Covid-19.

Some of the key messages we heard from the respondents:

“

Both the Company and the Union have agreed that those who are no longer comfortable working from home can be included in those returning to the office. For those who wish to keep working from home - this will be allowed. Those who returned and did not feel comfortable can return to being homeworkers.

”

“

We have already made the decision that we will not be forcing anyone to return to the office full time. We have supplied extra furniture and equipment to make it easier for people to work from home on a longer-term basis.

”

“ ”

We will be continuing home working for the foreseeable future, after which I anticipate more people moving to flexible working.

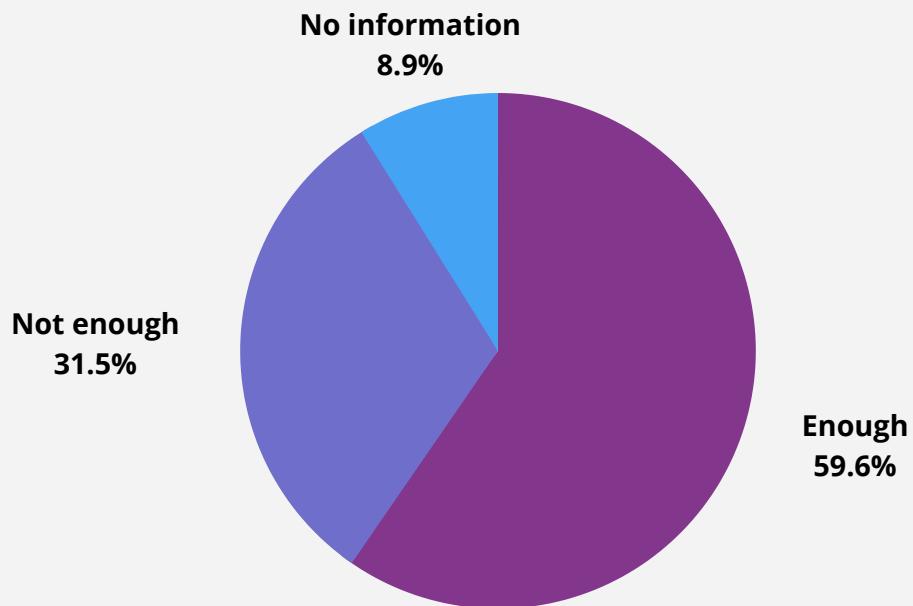
“ ”

We've just introduced four 'personalities' that range from home-worker, flexible enthusiast, on-the-road or office worker. Manager training was rolled out on how to manage the new options with their teams. We are revising our office spaces post Covid-19 and were already planning a new build in [x city] which has taken colleague input on requirements including mental and physical health as well as environmental impact and community well-being.

Scope question three: Thinking about the information and support available to you over the last few months, how much support and information have you personally received about supporting disabled colleagues during Covid-19?

Findings

The research findings show the majority of respondents, at 60%, felt they had enough information and support over the last few months. Respondents told us there is a danger that this will dissipate over the next period.



Scope question four: Thinking about the future, what information, support or resources would your organisation need, to support colleagues with disability in the workplace?

Findings

The research findings show significant appetite from ERG/Network leaders to engage with their employers in the creation of the new future. The majority of responses suggested respondents wanted better, more specific advice for line managers on how new working from home policies might impact on disabled employees, and how to mitigate risk of isolation.

Some of the key messages we heard from respondents:

“

Activities to remain engaged while working from home. Regular online formal team meetings + online social get togethers. I know one manager who has visited a colleague in her local suburb to discuss work tasks and just to connect socially as the office was a big part of her social connections.

”

“

More lived experience information, support for individuals on being disability confident and language. Potentially a presentation, with Purple Space credibility, which our members could deliver on disability confidence.

”

“

We have an action gap. HR created information leaflets for managers to remind them of their equality duties (such as an expectation to contact disabled staff members regularly to see what they need; review reasonable adjustments for home working etc). Unfortunately, it was simply ignored. I've worked from home since March, shielding alone and have had no contact whatsoever from my manager to check on my welfare or workload. So, my big thing would be - ensure that managers actually comply with the (really good) mission-statement-style policies.

”

“

Normalisation is key. If we are trying to achieve true inclusion, then we should not really need separate resources for disabled colleagues. We expect everyone to work more flexibly. Through normalising access to resources / adjustments we reduce the stigma disabled colleagues may previously have felt. At the same time, disability specific processes, such as the adjustments process, continue as before.”

”

Mark Hodgkinson,
CEO, Scope,
Strategic Founding Partner, #PurpleLightUp



Without strategy, change is merely substitution, not evolution

I join PurpleSpace at an exciting time as its first Director of Strategy & Networkology. I feel the weight of responsibility to build on the extraordinary work to date and take actions as a result of this second annual survey.

The evidence from the respondents suggests we must focus on five strategic imperatives in the next two to three years:

1. Developing our **Networkology life-cycle approach** to resource group development, which we invented. Ensuring that we can help ERGs/Networks to mature and to focus on the key activities that drive cultural change. So, whether you are Starting Out, Stepping Up or Thriving and Innovating we will continue to create a progressive leadership programme.
2. Extending the **#PurpleLightUp movement** across the globe to ensure a universal and life-affirming opportunity to celebrate the economic contribution of disabled employees. Building on the predictions of our founding CEO, Kate Nash, in her book *Secrets & Big News*, that the '**third phase of change**' would be characterised by the opportunity for disabled employees to build their confidence, lean into our careers and connect with each other - we want to put the right plans in place to support that.
3. Deepening our relationships with **continent and strategic partners** to deliver a relevant knowledge hub. #PurpleLightUp 2020 saw us partner with many national employer networks. Together with our partnerships with Valuable 500 and the ILO Global Business Disability Network as well as disabled-led disability rights organisations, we sense a tipping point.



4. Ensuring cost is not a barrier for employers to join our membership community and/or tap into our know-how. Our **new pricing model to be introduced from 2021** delivers an even fairer and more consistent way for us to cascade learning and connections.

5. Building the peer-group networking and learning opportunities via the introduction of **output-focused working groups** – ensuring the value of generosity by sharing of best practice in how to build a better working world – outweighs commercial advantages.

I am a great fan of the words of Glenn Llopis which remind us that a strategic plan often represents a time of change, of new beginnings, but it rarely reflects a moment of evolution. Well, it will on my watch. During 2021 I look forward to talking and working with as many ERG leaders, employers and partners as possible to enable us to refresh our strategy and deliver against it.

Brendan Roach,
Director of Strategy & Networkology,
PurpleSpace



A call to senior business leaders

Long gone are the days when the CEO or senior executives can pay lip service to resource groups / networks. Living and working through a pandemic has meant rising to extraordinary challenges to ensure colleagues are safe. Through it all disability resource group / networks have mobilised to support colleagues. Now more than ever business, public sector and NGO leaders need to turn to their own in-house experts - disabled colleagues who have the lived experience to help navigate what will be a complex new future for us all.

My advice to leaders is to support your disability resource group/networks and ensure they have the resources they need so that they can be proactive in helping your business embrace new ways of working. A strong disability resource group / network can support an employer to help define and measure a successful transition, balancing elements of employee safety, well-being, engagement and productivity.

As employers begin to pivot to an uncertain future 'bringing people back' into the workplace successfully won't be as simple as flipping a switch. Every company is unique. Some have knowledge-workers who may be able to continue working remotely, while others have factories to restart or bricks-and-mortar retail locations to bring back to life.

But each company faces the same concerns: where to begin, how to keep people protected, when to communicate, and what's the right way to move forward. The challenge is complex and employers will need a framework for moving forward. This will start with asking the right questions. And there will be a lot of questions. For a long time yet.

PurpleSpace is determined that disabled employees will be front and centre in business leaders' planning for the next phase. We must ensure disability resource group / networks leaders and allies are engaged and involved in building plans that are coordinated and promote compliance, efficiency and empathy. We must particularly ensure that employees with disability are not adversely impacted if cost challenges result in redundancies. Plans must take into account the adjustment and accommodation requirements of disabled employees.

At PurpleSpace we work to a higher purpose – to enable all of us to anticipate, accommodate and celebrate human difference in our working worlds.

Our huge thanks to Barclays for sponsoring the second of our Great Global Impact Reports as well as all our #PurpleLightUp Strategic Founding Partners: Fujitsu, Project People, Enterprise Rent A Car, ABM, Scope, HSBC and Anglo American. We could not do what we do without your support and I look forward to the year ahead and to working with even more partners and members to build our global community of game changers.



**Gavin Bounds,
Chair,
PurpleSpace and #PurpleLightUp**

The fastest growing community of #GameChangers

Established in 2015, PurpleSpace is a virtual social business supporting a rapidly growing eco-system of 800+ members across over 100 employers including many multi-national and global employers. We estimate our reach is now over 440,000 disabled employees and many more allies and champions. And the role of #PurpleLightUp has been to accelerate change and celebrate action.

Together, our community surfaces the lived experience of disabled employees. Together, members and partners learn directly from their own people about how to improve employment policy, practice and procedure. Together, we unlock talent and change the world.

Members and partners share best practice, co-create projects of global importance and develop a range of tools, techniques and leadership know-how to deliver high-impact employee resource groups / networks. They are humanising sometimes difficult conversations.

Membership fees and partner sponsorship income joint fund a unique range of tools, ideas and motivational learning and development themes to build disability confidence from the inside out.

#PLU Strategic Founding Partners



PurpleSpace members

Activity Alliance	Eversheds LLP	National Offender Management Service
Allegis Global Solutions	EY EMEA	Nationwide Building Society
Anglo American	EY UK	Network Rail
AB Agri Ltd	Fastmarkets	New South Wales for Community and Justice
Atos	Fidelity International	NHS Digital
BAE Systems	Financial Conduct Authority	Northamptonshire Healthcare NHS Trust
Barclays	Financial Ombudsman Service	Northumberland County Council
Bespak	Food Standards Agency	Norton Rose Fulbright
Bouygues	Fujitsu	Nuclear Decommissioning Authority
Blue Raincoat Music	50 Million Voices	Office for National Statistics
BNP Paribas	GlaxoSmithKline	Oxford Brookes University
BT Group plc	Gowling WLG	Public Services and Procurement Canada
Cabinet Office	Graeme K Whippy Ltd	PwC
Cambridge University Hospital NHS Foundation Trust	Gwent Police	Reed Smith
Care Quality Commission	Health and Safety Executive	Royal Bank of Scotland
CBRE	Herbert Smith Freehills LLP	Said Business School
Central and North West London NHS Foundation Trust	HMRC	Salesforce
Channel 4	Home Office	Santander
Clifford Chance LLP	Homerton University Hospital NHS Foundation Trust	Serco
Computacenter	HS2	Shaw Trust
Companies House	HSBC	Shell International Ltd
Crown prosecution Service	iansyst	Sodexo
Centrica	Invesco	Surrey & Sussex HealthCare NHS Trust
Department for Education	Irwin Mitchell	Tesco
Department for the Environment, Food and Rural Affairs	ITV	ThoughtWorks
Department for Work & Pensions	Jaguar LandRover	Treasury Board of Canadian Government
Department for Business Energy & Industrial Strategy	KPMG	TSB Bank
Derbyshire Constabulary	Leonard Cheshire	The Body Shop
Department for Transport	Lloyd's	The Prince's Trust
Deutsche Bank	Lloyds Banking Group	Twitter
E.ON Energy	Man Group	University of Reading
East London NHS Foundation Trust	Manchester University	University of Hertfordshire
Eli Lilly	Marks and Spencer	Virgin Media
Elsevier Ltd	Merlin Entertainment	Vanquis Bank
Enterprise Rent-A-Car	Microlink	VMWare
Environment Agency	Ministry of Defence	WaveMaker
Essex Police	Ministry of Housing Communities & Local Government	Welsh Government
European Bank for Reconstruction and Development	Ministry of Justice	Westminster City Council
	Merck	Willis Towers Watson
	National Audit Office	Yorkshire Ambulance Service NHS Trust
	National Grid	Zurich

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Established in 2015, PurpleSpace is the world's only networking and professional development hub for disabled employee resource groups / network leaders, allies and champions.

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