

BSI: inclusive committee practice

BSI is the national standards body for the UK – creating standards for a wide range of products and services. In 2019, BSI launched its Inclusive as Standard strategy which strives to make standards-development more diverse and inclusive and ensure all standards are designed inclusively.

BSI met with Leonard Cheshire to discuss how we could support their new strategic aims. A key element of BSI's strategy is to work with staff to raise awareness and understanding, and develop skills – to ensure they play a part in creating a more inclusive environment and process.

After conducting a training needs analysis, we designed a bespoke training solution to raise awareness of disability within BSI's teams and apply this new knowledge, skills and confidence to standards-development.

We developed and delivered this tailored solution to 28 delegates across two days at BSI's office in January 2020.

“The Training and Consultancy Team were great to work with and I would recommend Leonard Cheshire training to any business.”

Stephanie Eynon

Standards-Makers Engagement & Inclusion Manager

BSI

Our training

Our bespoke training session was delivered in two halves. The morning session was a 'Disability Means Business' workshop – designed to equip learners with the knowledge, skills and confidence to understand disability and work in inclusive ways. By using best practice guidance, group discussions and case studies, we supported learners to challenge perceptions of disability and understand why disability matters to businesses. This was a great foundation for the group to understand their role in BSI's Inclusive as Standard strategy.

Our afternoon sessions focussed on inclusive committee practice. Building on the morning's learning, we developed knowledge and skills for BSI's unique standards-making environment. Throughout the session, learners discussed and examined how to work in an inclusive way with their committees and with their Chairs. We developed case studies based on the lived experiences of disabled standards-makers and designed a barrier analysis activity to apply the learning to practical committee situations, both in person and virtually.

We also created guidance on hosting inclusive meetings and events for BSI to disseminate to all staff via their intranet.

The sessions were very well received and we gathered positive feedback from BSI and all learners:

"I feel more confident to talk about disability generally. I'll have a strategy on how to spot barriers and how to talk about them with the members."

"[The session] has provided food for thought and a good opportunity to discuss the context with colleagues."

Next steps

We concluded the session by asking the learners what practical steps they could take to realise BSI's strategic vision of 'Inclusive as Standard'.

As a result of the training, BSI identified several changes which could be made to create a more inclusive standards-development environment:

"I'd like to see some simple comms given out to committee members about what they can expect from us and our commitment to inclusivity."

"Consider what adjustments can be made – offer information, open up the conversation, ask if any changes can be made."

"I will have a conversation with my Chairs regarding their approach."

"[The] barrier analysis task was very useful to apply directly to our role and [we] can use this going forward."

Following the training, Leonard Cheshire was invited to join BSI's Diversity & Inclusivity Advisory Panel to further support the implementation of the Inclusive as Standard strategy.

We will continue to work with BSI over the next year to ensure that the actions above have been implemented and provide any further support to remove barriers during standards-development.

About Training and Consultancy from Leonard Cheshire

We equip you with the knowledge, skills and confidence you need to remove barriers for groups and individuals. We will work closely with your organisation to better understand you, your people and your priorities. After identifying the needs of your organisation, we will provide you with a bespoke solution to create lasting organisational change.

To find out more:

Visit: leonardcheshire.org/get-support/working/information-employers

Email: training@leonardcheshire.org

Call: 020 3242 0200

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