

# Training and Consultancy at Leonard Cheshire

We equip you to remove barriers for disabled people in the workplace, working closely with you to provide a bespoke solution for lasting organisational change.

## Client Testimonial: The Commonwealth Parliamentary Association (CPA)

### The Client

The Commonwealth Parliamentary Association (CPA) promotes and supports Parliamentarians and parliamentary staff to identify benchmarks of good governance and to implement the enduring values of the Commonwealth. The CPA is an international community of over 180 Commonwealth Parliaments and Legislatures working together to deepen the Commonwealth's commitment to the highest standards of democratic governance. Parliaments, their Members and officials learn from each other through CPA Programmes, events and activities.

### The Brief

The CPA, through its Commonwealth Parliamentarians with Disabilities (CPwD) network, sought to update its existing guidelines on disability-inclusive communications. The aim was to provide comprehensive and practical guidance to Commonwealth Parliaments and Legislatures on how to enhance their communications and interactions with disabled people. This initiative aligns with the CPA's commitment to the principles of equality and non-discrimination, as well as the values set out in the United Nations' Convention on the Rights of Persons with Disabilities (CRPD) and the Commonwealth Charter.

### The Solution

Leonard Cheshire collaborated with the CPA to develop updated 'Disability Inclusive Communications Guidelines'. These guidelines stress the importance of inclusive language and effective communication in Parliaments, providing practical advice on how to make parliamentary communications more accessible and inclusive for disabled people.

The development process involved conducting research amongst the CPA's



Legislatures, and consulting with non-governmental organisations.

The resulting guidelines include numerous examples of best practice that can be adopted by Parliaments and Parliamentarians. These guidelines are intended to promote respectful communication and equal participation among disabled Parliamentarians, staff, and visitors.

## **The Outcome**

The launch of the updated Disability Inclusive Communications Guidelines represents a significant advancement in promoting disability-inclusive practices within Commonwealth Parliaments. By offering a clear framework and actionable steps, the guidelines provide parliamentary institutions with the tools needed to foster an environment of respect, dignity, and equal participation for disabled people. This initiative is anticipated to result in more inclusive legislative processes, improved representation, and the creation of sensitive policies. It reaffirms the CPA's commitment to creating democratic spaces where all voices, including those of disabled people, are heard and valued.

## **Testimonials**

“The inclusion of Parliamentarians with disabilities is of vital importance to advancing parliamentary democracy across the Commonwealth and is a key priority of the Commonwealth Parliamentarians with Disabilities network. These updated guidelines will support Parliaments in becoming more ‘disability confident’ in their communications with and about Parliamentarians with disabilities across the Commonwealth.” - *Hon. Laura Kanushu, Chairperson of the Commonwealth Parliamentarians with Disabilities (CPwD) network*

“The updated Disability Inclusive Communications Guidelines primarily focus on promoting disability-inclusive language and communications for Parliaments. The Guidance is designed to assist parliamentary institutions in adopting practices encouraging respect, dignity and equal participation for people with disabilities. Giving a meaningful voice to people with disabilities in Parliaments and Legislatures leads to improvements in oversight, equal representation and sensitive legislation.” - *CPA Secretary-General, Stephen Twigg*

### **To find out more:**

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