

**Disabled**  
**By** Society



# Employer Collective

**Accountability. Action. Real change.**

A practical, Disabled-led membership for organisations that want to stop talking about Disability inclusion and start delivering it

# What the Employer Collective Is

The Employer Collective is an annual membership for organisations that want to move beyond performative DEI.

It gives you Disabled-led guidance, practical tools, and direct accountability so you can build workplaces where Disabled people are not an afterthought.

**This is not a network.**

**This is not just a badge.**

**This is structured, expert-led change.**

# Why the Employer Collective Exists

Most organisations say they care about Disability inclusion. Very few can evidence it. The gap is not intent. The gap is action, knowledge, and accountability.

The Employer Collective closes that gap by giving you:

- Disabled-led expertise.
- Clear standards.
- Practical tools you can implement immediately.
- A community that expects progress, not platitudes.

# Who is the Employer Collective For

Organisations that want to:

- Build accessible systems and processes.
- Improve recruitment, retention, and progression for Disabled people.
- Replace guesswork with evidence.
- Be held accountable by Disabled experts.
- Move from “awareness” to measurable action.

**If you want a badge, this isn't for you.  
If you want change, it is.**

# **What Members Get?**

**Monthly Disabled-led training** Focused, practical sessions that cut through jargon and give you actions you can implement the same day.

**Guidance and support** Dedicated consulting hours to use across the year, as and when you need them.

**Monthly community calls** Connect, network and collaborate with other organisations committed to accountability and action.

**Direct access to Disabled By Society expertise** Ask questions, sense-check decisions and get clarity with our dedicated email support.

**Practical toolkits** Templates, checklists and guidance written in plain English, ready to use across your organisation.

# What Makes It Different

- Led by Disabled experts with lived and professional experience.
- Focused on action, not awareness.
- Built around accountability, not comfort.
- Designed to remove barriers, not create more work.
- Structured so organisations can show progress, not just talk about it.
- You get a partner, not just a tick box or logo to display.

# Pricing & Membership Options

## Tier 1 — Core

For organisations starting or stabilising their Disability inclusion work.

### Includes:

- 8 hours Disabled-led consulting per year.
- 12 live monthly masterclasses.
- Monthly accountability call.
- 1 Disabled speaker per year.
- Ongoing expert email support.
- Discounted access to wider Disabled By Society network.

**£6,000 per year**

# Pricing & Membership Options

## Tier 2 — Plus

For organisations that want faster progress and deeper support.

### **Includes everything in Core, plus:**

- 18 hours consulting per year.
- Priority email support.
- One additional tailored session (e.g. leadership, HR, or board briefing).
- Annual progress review with written recommendations.

**£9,500 per year**

# Pricing & Membership Options

## Tier 3 — Partner

For organisations ready to embed long-term, systemic change.

### **Includes everything in Plus, plus:**

- 30 hours consulting per year.
- Quarterly senior leadership sessions.
- Two Disabled speakers per year
- Named lead consultant.
- Priority booking for DBS speakers and trainers.
- Co-created annual roadmap.

**£15,000 per year**



Most organisations spend more than this on DEI activity that delivers nothing. Most spend more on recruitment mistakes, inaccessible processes, and avoidable legal risk. Most spend more on external consultants who are not Disabled and do not understand ableism

# This Is Not a Disability Network Expense

Disability inclusion is an organisational responsibility. It sits with leadership, HR, People, Culture, Risk and Compliance, not with a voluntary network.

Disability Networks are unpaid. They are not resourced to fix structural barriers. They should never be expected to lead or fund organisational change.

**The Employer Collective is not a “network activity”. It is a strategic investment in reducing risk, improving culture and building accessible systems that work for everyone.**

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If you're ready to stop guessing and start delivering Disability inclusion, join the Employer Collective.

Reach out to book a no obligation call:

[enquiries@disabledbysociety.com](mailto:enquiries@disabledbysociety.com).