

Disability Inclusion for programmes and organization Culture

Disabilities and inclusion into proposal design and project implementation. Our best practice example was the Global Partnership for Education COVID-19 Project which worked systematically across all partners to promote and ensure disability inclusion in its implementation. The project supported **857** children living with disabilities with assistive devices and learning materials across all 16 districts. Also, the Building Future Project constructed 21 disability friendly schools and WASH facilities benefiting a total of **150** children living with disabilities in Pujehun and Kailahun districts.

To continue progress made in improving disability inclusion within the organization and its programmes the country office applied and received funding to implement the **Disability Inclusion Accelerator Program**. Funds have been used to accomplish the following through the Disability Inclusion Accelerator Program;



Save the Children

- 1. Training of 30 country office staff including SMT and ESMT members:** the training provided staff and senior management to learn about national policy context on disability and the lived experience of discrimination and barriers to inclusion in day to day life by persons with disabilities. As a result, it is anticipated that staff and ESMT members gained skills, knowledge and are motivated to identify and address barriers to inclusion of people with disability in our programming and organizational culture.
- 2. Pre-training evaluation with PDQ, HR and country office staff:** the pre-training evaluation presented a Rubric Matrix outlining Disability Exploitative - Disability Transformative practices in the workplace, culture, programmes, and partnerships.

Hiring external consultant to conduct Disability Audit, train field office teams and country office development action plan - A consultant has been hired and inception work started. The entire consultancy is expected to end in November 2022.

As we developed the new Save the Children' strategy (2022-24), the country office CSP integrated disabilities across its goals to align with the core of **Save the Children's 2022-24 Global Strategy**. The country office CSP has committed to accelerate progress and drive systematic change, sustainably and at scale to deliver our four strategic goals integrating disabilities. The Country office vision on disability inclusion is based on the following;

Build Partnerships

- Develop partnership with a national Organization of Persons with Disabilities (OPD)
- Experience joint implementation and mutual learning with an OPD

Learn and develop

- Conduct interactive training on disability rights and inclusive programming
- Promote disability experience enquiry-based learning among project teams

Transform

- Consistently implement project that is inclusive of children with disability
- Produce evidence to document successes/challenges/lessons learned
- Bring new skills and learning on disability into the organizational culture and programmes