

**The Commission for Disabled Staff in Lifelong Learning recommended the following to development organisations, responsible for research, development and dissemination:**

Develop research and development programmes, building where necessary on previous work, in identified areas such as:

1. Identifying effective strategies to recruit disabled staff onto leadership and management programmes, developing opportunities for disabled staff in senior management, and developing good role model practice and proactive/anticipatory practices.
2. Researching good approaches to disclosure, including what makes disclosure effective, the extent of disclosure, appropriateness of language, and the accuracy of disclosure data.
3. Exploring benchmarking and the development of proactive and anticipatory approaches to disability equality to identify what a truly inclusive organisation would look like.
4. Writing exemplar disability leave policies and developing strategies to implement them (with the input of employer organisations and trade unions).
5. Researching comparative data on disabled staff absence against non-disabled staff absence; on relating health and safety to stress management and disability; and on investigating and disseminating good practice on workplace equity and working practices.