

SPP UK Chapter 'Introduction to Accessible Procurement'

JOIN US IN BUILDING A
COMMUNITY OF 1 MILLION

Where our community started... and what you are supporting

Two people personally ***pledged*** to step-up and see how they can drive more sustainability in their profession. Thomas Udesen (CPO, Bayer) & Bertrand Conquéret (CPO, Henkel), saw the cries for sustainable change in the world, strongly inspired by movements such as Friday's For Future. Through conversations with friends, family & colleagues, they felt a personal responsibility to act and drive change in procurement. They recognized the large-scale change that is needed will only happen if procurement professionals across the world work together.



[Video link](#)

THE PRINCIPLES OF THE SPP PLEDGE

TOGETHER

WE WILL CHANGE
THE WORLD

STANDING UP FOR
PEOPLE
AND OUR
PLANET

SHARING
MY KNOWLEDGE AND
LISTENING
TO OTHERS

STARTING
WITH
MYSELF

LEAVING
THE RIGHT
LEGACY



OUR GOAL

1 million Procurement professionals commit to the Pledge by 2030, of whom **75%** confirm that they make more sustainable sourcing decisions because of their SPP engagement.



Join & help the community grow!

Become part of the SPP Community

- Join us via our sign-up link at <https://sustainableprocurementpledgeggmbh.my.salesforce-sites.com/register/>, and select the topics you want to hear about from other chapters & activities.
- Join our chapters on LinkedIn www.linkedin.com/groups/12718431

We are building a community of 1 million

Together, as a network, we are changing the procurement profession. To do this we need more people collaborating, please invite your peers.

People & the planet need your Pledge!

YOUR!

Sustainable
Procurement
Pledge



I stand up for people and my planet



Together with others, I will change the world!



I start with myself!



I share my knowledge and listen to others!



I leave the right legacy!

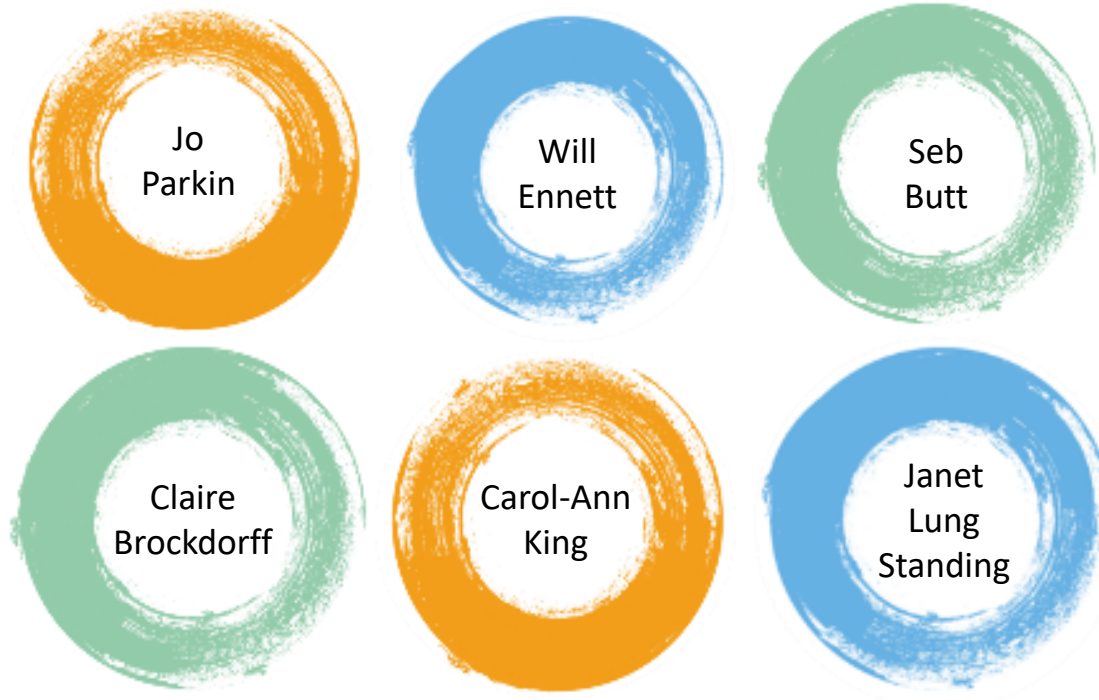
QR Code to SPP
Community sign up page



SPP UK Chapter

Helping to drive the central SPP purpose to *Equip, Empower & Encourage* Procurement professional in making more sustainable decisions across their supply chains

Core Team members



Join Us

LinkedIn:
SPP UK Chapter
[www.linkedin.com/groups/
12718431](https://www.linkedin.com/groups/12718431)

Website:
www.SPP.earth

Email:
ukchapter@spp.earth

Before we get going...

- ✓ Join the SPP Community for all events, tools and Ambassador bonuses spp.earth
- ✓ Join the discussions via our SPP LinkedIn Group [SPP UK Chapter](#)
- ✓ As with all SPP events and platforms, we ask attendees for active, respectful participation and to refrain from sales pitches and solicitation. We kindly ask you to read and adhere to the SPP Netiquette [SPP netiquette](#)
- ✓ The event will be recorded and shared on the SPP Youtube channel. [SPP YouTube](#)

Agenda

| Time | Session | Speaker |
|-----------|---|---|
| 0:00–0:05 | Welcome | Claire Brockdorff, VP of Procurement |
| 0:05–0:20 | Foundations: Disability and Accessibility | Helen Baker, Global Director of DEI |
| 0:20–0:35 | Supporting the Journey: Business Disability Forum | Katie Coates, Lead Senior Disability Business Partner |
| 0:35–0:45 | Sage Case Study: Accessibility in IT Procurement | Martin Fowmes, Enterprise Architect |
| 0:45–0:50 | Sage Case Study: Accessible Resources | Ruby Elliott, Procurement Apprentice |
| 0:50–0:60 | Closing Remarks & Q&A | - |

Welcome



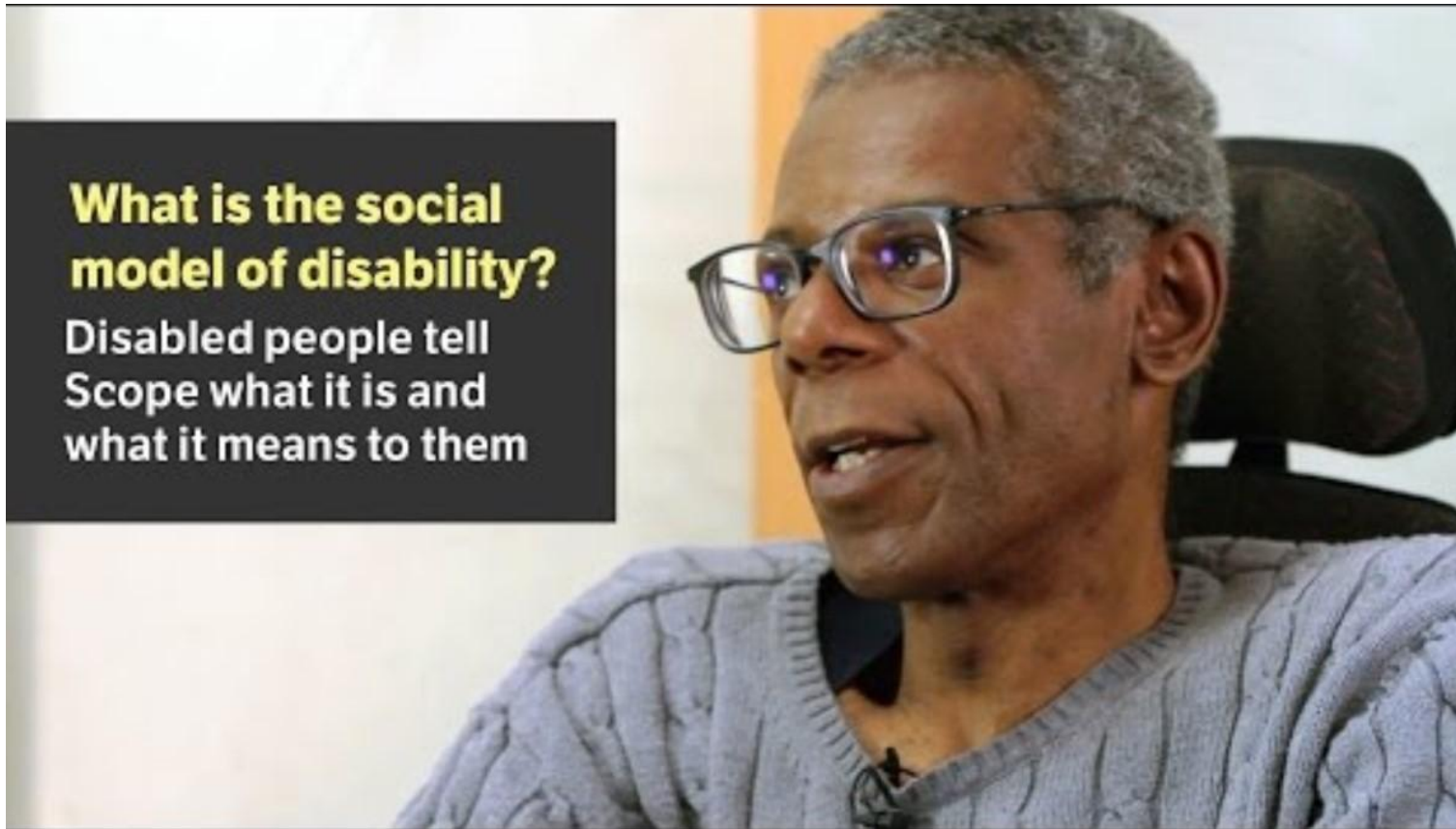
Foundations:

What does the term 'disability' mean?

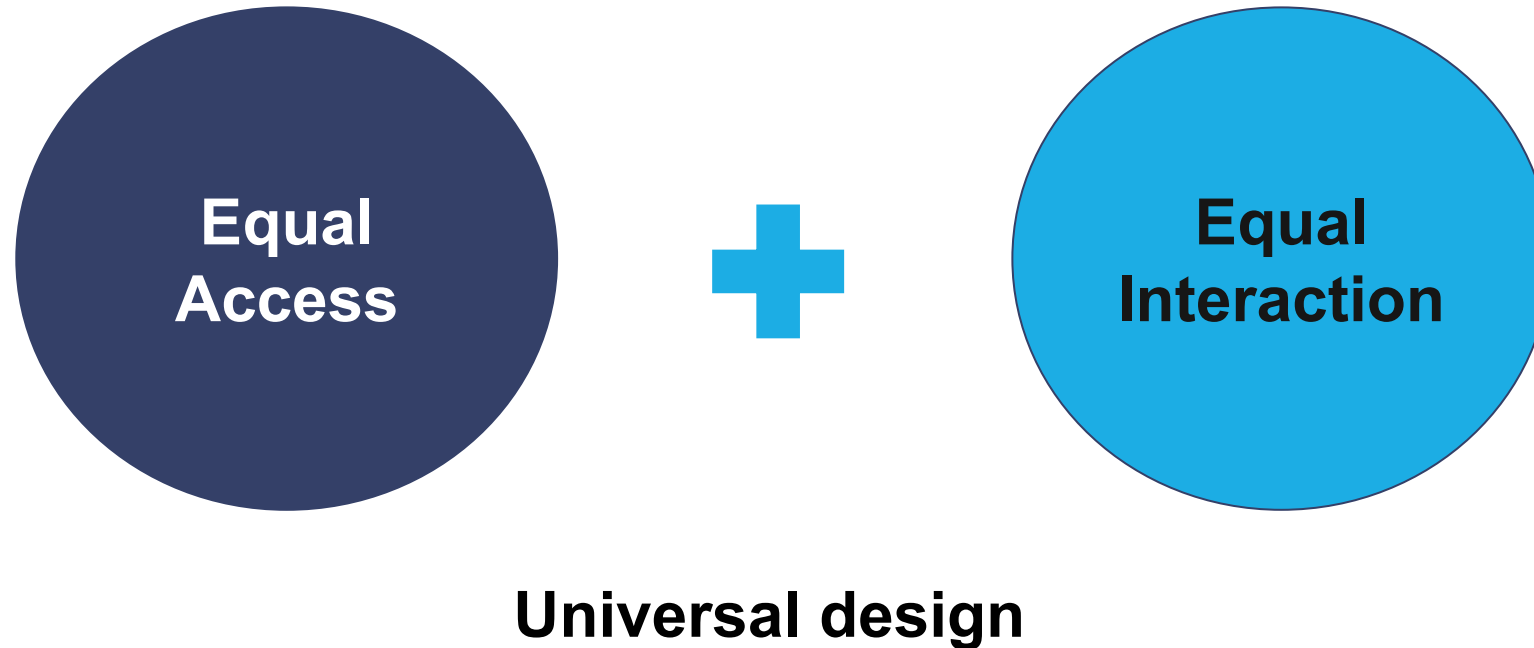
Brought to us by Scope:

**What is the social
model of disability?**

Disabled people tell
Scope what it is and
what it means to them

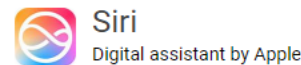


What is accessibility?



What is accessibility?

They were all originally designed to support people with different conditions!



Key Takeaways

- Barriers are caused by our environments and behaviours
- Accessibility is about universal design – equal access + equal interaction
- It benefits everyone, which means it's good for business!



Creating a disability-smart
world together

Disability smart procurement – Top tips

Katie Coates, Lead Senior Disability Business Partner
2 July 2025

About BDF

Vision: long term change we want to see

An inclusive world where disabled people can access employment, products and services equitably.

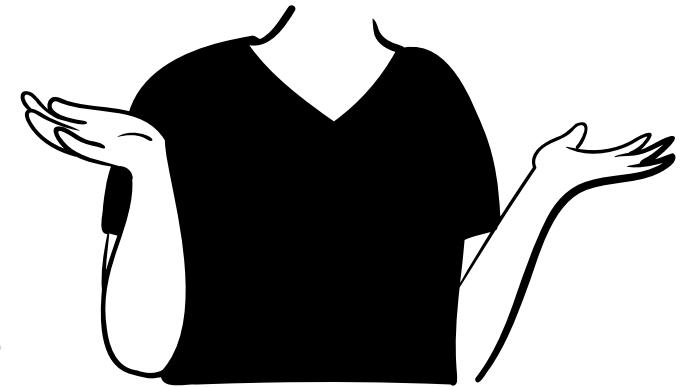
Mission: why we are here

To drive equity and remove barriers to inclusion for disabled people as employees and consumers, by partnering with business, Government and policymakers.

- We are the leading business membership organisation in disability inclusion, supporting nearly 600 businesses based in the UK, and with global reach.
- We provide expert, tailored, trusted advice and support on disability inclusion as it affects business.

Why does disability smart procurement matter?

- An estimated 1.3 billion people globally and one in five people in the UK have a disability.
- Disability smart procurement means making sure the products and services you procure meet the needs of all users, including those with disabilities.
- Considering the needs of disabled users at every stage of the procurement process – from specification to service monitoring – will help you to be disability smart in procurement.



Tip 1

- Procuring an inclusive product or service from the outset is better than trying to retrofit for accessibility.

Tip 2

Before changing or upgrading an existing product or service, ask users with different disabilities:

- What barriers they currently face
- What accessibility features they value.

Tip 3

- Involve disabled users throughout the procurement process to get feedback on accessibility and usability at every stage – from design and development to review and testing.

Tip 4

- Ask potential suppliers and developers for examples of accessible and inclusive products or services they have developed for other organisations.

Tip 5

- Show your commitment to disability smart procurement with a message from a senior executive and share with colleagues.

Contact us

Business Disability Forum

businessdisabilityforum.org.uk

E: membership@businessdisabilityforum.org.uk

T: +44 (0)20 7403 3020

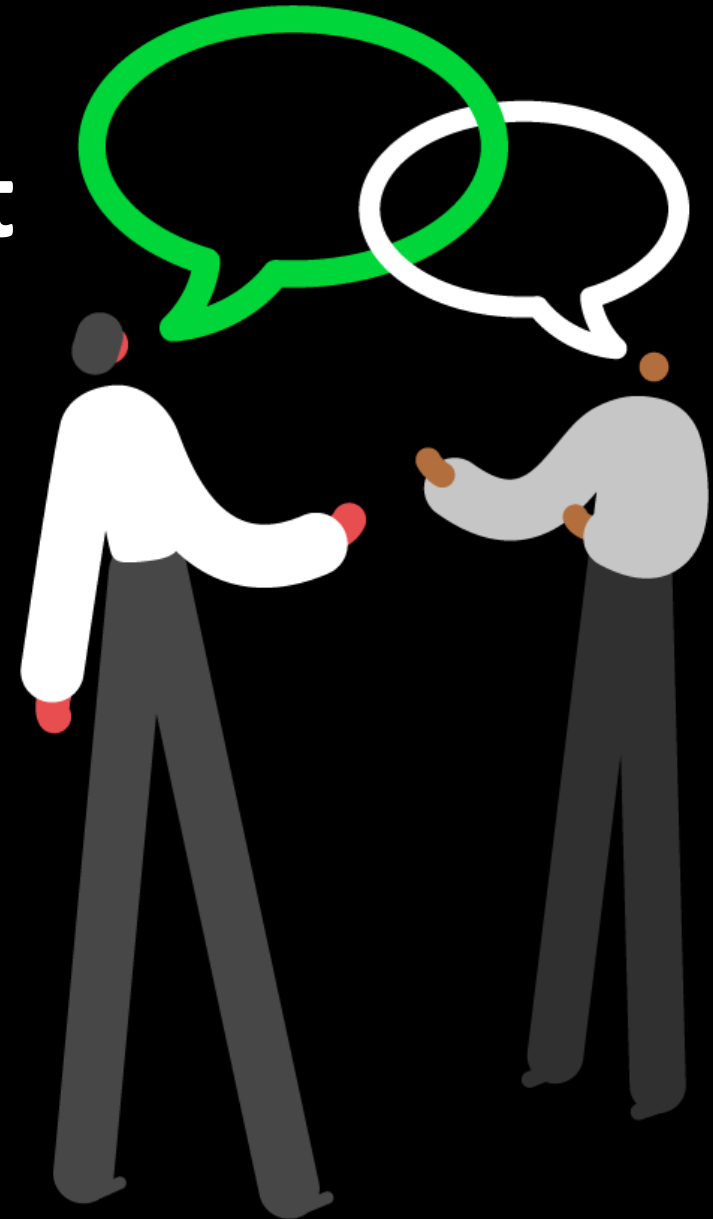


Creating a disability-smart
world together

Case Study: IT Procurement

Accessibility & Usability in IT Procurement

Martin Fowmes – Enterprise Architect



Agenda

- Introduction – Who am I?
- Defining Accessibility & Usability in IT Procurement
- Strategic Benefits of Prioritising Accessibility & Usability
- The IT Lens: Critical Role of IT in Driving Accessible Procurement
- Navigating the Regulatory Maze: Key Standards & Legal Obligations
- Embedding Accessibility & Usability: The IT Procurement Lifecycle in Action
- Overcoming Hurdles: Best Practices for Success
- Key Takeaways

Introduction

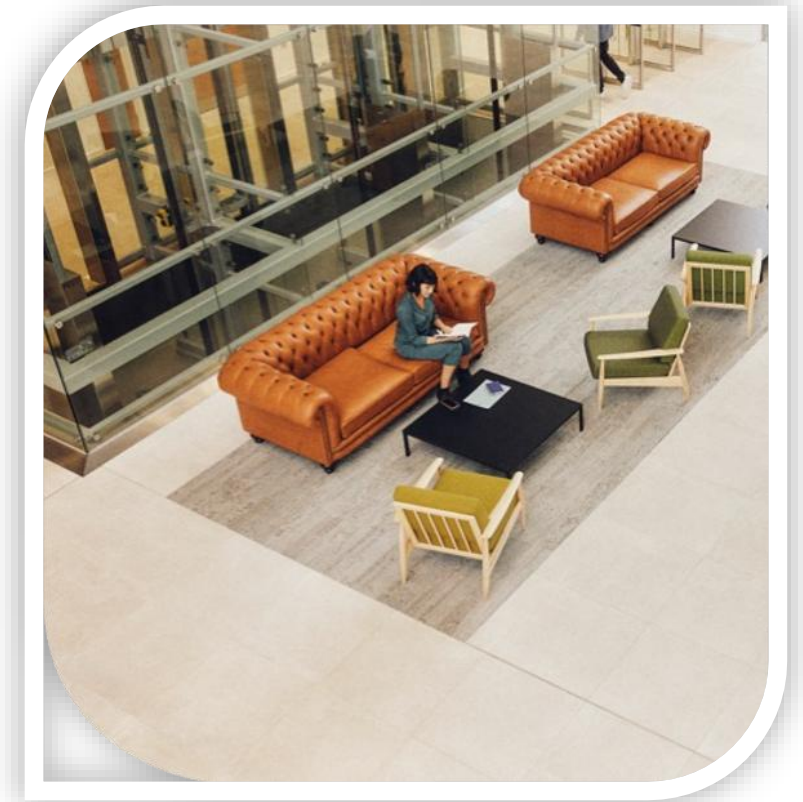


Enterprise Architect for Internal IT –

- Supporting People, Finance, Legal, Procurement, Internal Comms & others

Eight years with Sage on the journey to unify and simplify, but many years in the IT domain

Global responsibility for the technical landscapes



Defining Accessibility & Usability in IT Procurement

Usability

- Designing digital experiences to be effective, efficient, and satisfying for everyone. It focuses on the general user population and how easy and intuitive a system is to use.

Accessibility

- The usability of a product, service, environment or facility by people with the widest range of capabilities.
- A system can be *usable* for many people but still not be *accessible* to individuals with disabilities.
- However, a truly *accessible* system is inherently more *usable* for a wider range of people and circumstances.



Strategic Benefits of Prioritising Accessibility & Usability

Inclusion and equity for all users

- Ensuring fair treatment and access
- Promoting diversity and acceptance

Enhanced user experience for everyone

- Creating a welcoming environment
- Improving accessibility
- Getting their job done!

Legal and regulatory compliance

- Adhering to laws and regulations
- Minimising legal risks

Reduced costs and improved brand reputation

- Lowering operational expenses

The IT Lens: Critical Role of IT in Driving Accessible Procurement

- Importance of IT Departments in Procurement Decisions
- Ensuring accessibility and usability are core criteria - NFRs
- Technical Knowledge of IT Professionals
- Assessing vendor accessibility claims
- Ensuring compatibility with existing systems



Navigating the Regulatory Maze: Key Standards & Legal Obligations

1. Americans with Disabilities Act (ADA):
2. Equality Act 2010 (UK):
3. European Accessibility Act (EAA): starting June 28th, 2025

Web Content Accessibility Guidelines (WCAG)

- International standard for web accessibility

Section 508 of the Rehabilitation Act (US)

- US federal standard for accessible technology

Public Sector Bodies Accessibility Regulations (UK)

- UK regulations for public sector website accessibility

EN 301 549 (EU)

- EU standard for ICT accessibility

Embedding Accessibility & Usability: The IT Procurement Lifecycle in Action



Plan Proactively

- Right from the start, include accessibility and usability criteria in your needs assessments.
- Involve diverse user groups, including people with disabilities, early on to pinpoint crucial access needs.

Smart Vendor Selection

- Demand proof from vendors that their solutions meet accessibility standards (e.g., WCAG, EN 301 549).
- Make accessibility testing and user acceptance testing (UAT) with diverse users a core part of your evaluation.
- Favour vendors with a strong commitment to accessible design and ongoing support.

Robust Contracts

- Add specific clauses to contracts mandating compliance with accessibility laws and standards.
- Clearly define consequences for non-compliance.
- Ensure contracts cover ongoing accessibility support, maintenance, and future updates.

Seamless Implementation

- Work with vendor to implement and configure accessible solutions.
- Conduct thorough accessibility audits after deployment to catch and fix any remaining issues.
- Set up transparent processes for users to report and resolve accessibility problems.

Continuous Improvement

- Regularly review and update your accessibility policies and procurement guidelines.
- Create a feedback loop for users to share accessibility challenges and suggestions.
- Stay informed about new tech and evolving accessibility standards to keep future procurements inclusive.

Overcoming Hurdles: Best Practices for Success

Building a Culture of Accessibility

- Encouraging inclusive practices within your organisation
- Promoting awareness and education on accessibility

Establishing Clear Policies

- Creating guidelines and standards for accessibility
- Ensuring policies are communicated and enforced

Performing Thorough Supplier Due Diligence

- Evaluating suppliers for compliance with accessibility standards
- Ensuring suppliers understand and commit to accessibility requirements

Engaging Users with Disabilities in Testing and Evaluation

- Involving users with disabilities in the design and testing process
- Gathering feedback to improve accessibility features



Key Takeaways

- Importance of early consideration of accessibility and usability
- Proactive Integration – Consider the whole colleague experience
- Vendor Accountability – Robust contracts
- Ensuring vendors are responsible for accessibility standards
- Continuous Improvement – Don't rest on your laurels
- Ongoing enhancement of accessibility and usability practices



Questions?



Case Study: Accessible Resources

“Small Changes. Big Difference”



Alt Text ∨ ×

How would you describe this object and its context to someone who is blind or low vision?

- The subject(s) in detail
- The setting
- The actions or interactions
- Other relevant information

(1-2 detailed sentences recommended)

The principles of the SPP Pledge

1) Together we will change the world

Generate alt text for me

Mark as decorative ⓘ

Mark as decorative ⓘ

Case Study: Accessible Resources

Project Focus: Improving accessibility across internal intranet pages as part of our commitment to inclusive digital procurement.

Why It Matters:

Accessibility isn't just about compliance—it's about creating a better experience for everyone. Small changes can have a big impact.

| Dancers | |
|--------------|--------------|
| Shayla Roe | beginner |
| Mike Smith | advanced |
| Raheed James | intermediate |
| Victor Lopez | beginner |
| Hannah Rose | intermediate |

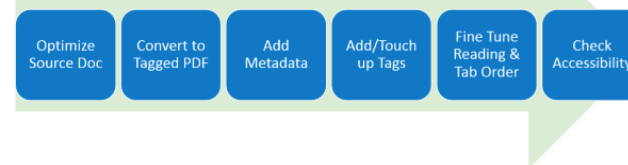


| Dancer name | Competition Level* |
|--------------|--------------------|
| Shayla Roe | beginner |
| Mike Smith | advanced |
| Raheed James | intermediate |
| Victor Lopez | beginner |
| Hannah Rose | intermediate |

A bad example of a table without labels

A good example of a table with labels

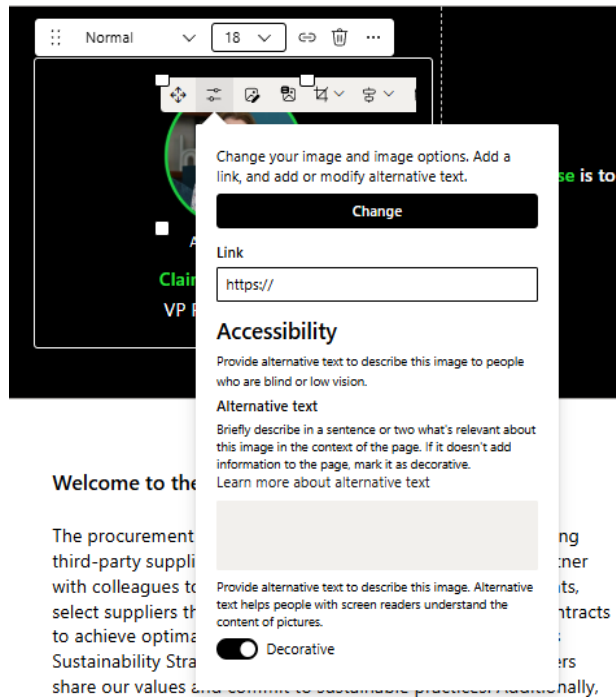
Tips on accessible word documents:



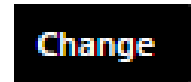
Introduction MS Excel Accessibility

| | A | B | C | D | E | F | G |
|---|----|-----|---|----|---|---|---|
| 1 | 41 | 190 | 7 | 4 | 5 | 1 | 1 |
| 2 | 36 | 118 | 8 | 72 | 2 | 3 | 2 |

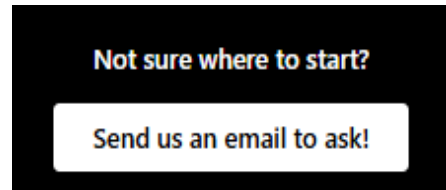
Case Study: Accessible Resources



Marking images as decorative example



Open links in new tabs



Buttons with descriptive text for screen readers

Key Improvements Made:

- Marked **decorative images** properly to reduce screen reader noise.
- Ensured **sufficient colour contrast** between text and background for readability.
- Standardised **page layouts** across team homepages to support cognitive accessibility.
- Reviewed **link text** to ensure clarity and context (e.g., avoiding "click here").
- Added **descriptive headings** and used proper heading structure for screen readers.