

Presenting at



# AXS

**WITH YOU TODAY**



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Director of  
Accessibility and  
Inclusion



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Chief Executive

# D&A's Accessibility Passport

**DIVERSITY  
&  
ABILITY**

**Accessibility  
passports are not  
new...**

# Yesterday's accessibility passport

## Your passport to work!

Don't let your disability stop you.

This is your passport. Send it to everyone that you need to meet with to help them understand what problems you have at work.

<b>Name</b>	Adam Hyland
<b>Date of birth</b>	21/1/1970
<b>Disabilities</b>	Cerebral Palsy Dyslexia Dyscalculia Anxiety
<b>Problems at work</b>	Can't walk Needs a wheelchair Poor timekeeping Can't write reports quickly
<b>Adjustments</b>	Disabled parking Disabled toilet Training on calendars
<b>Length of service</b>	10 years

## For Disabled people only



Once it's sent.. It's sent!

**Bye bye yesterday's passport!**



# And Say Hello to the Passport for Inclusion For All!



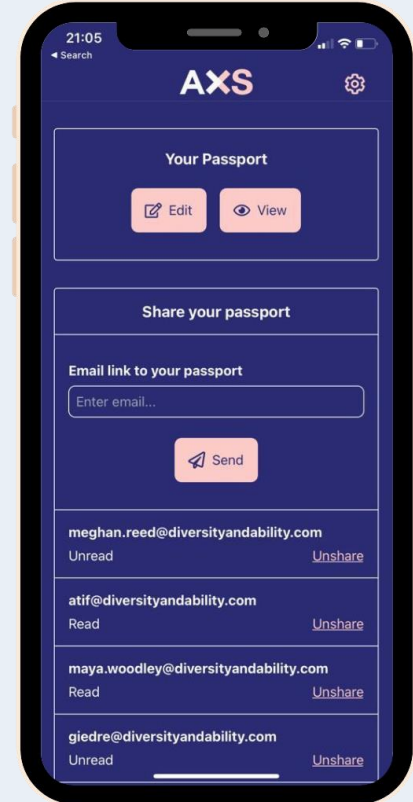
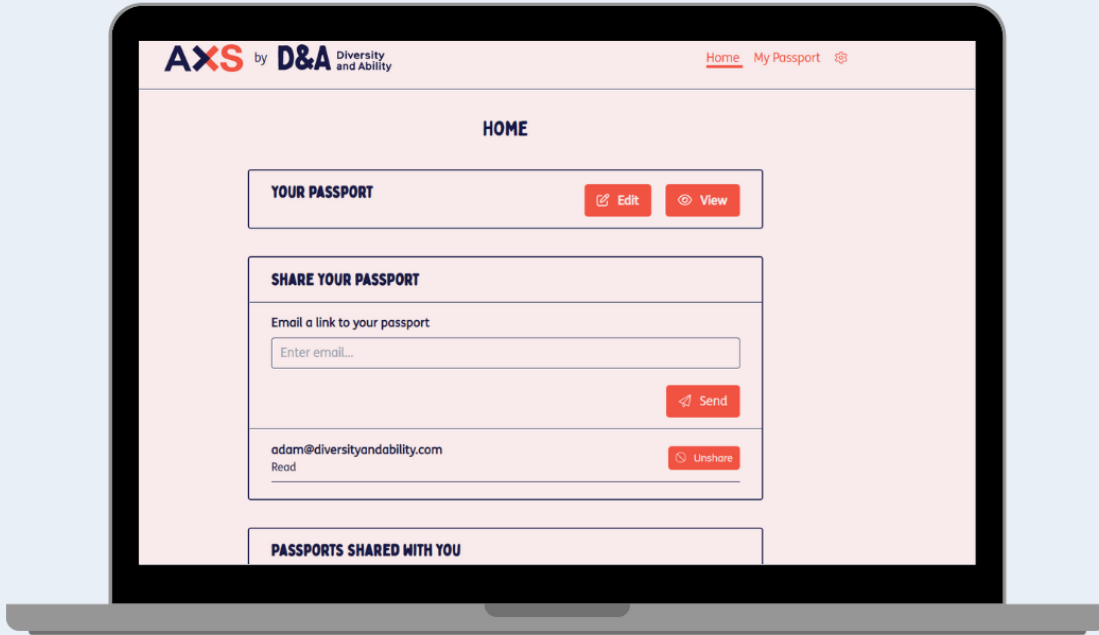
**We are proud to  
introduce...**

**Axs**

**Passport**

by **D&A** Diversity  
and Ability

# AXS Passport





# AXS Passport for individuals

**AXS Passport is a digital tool for sharing accessibility and inclusion requirements.**

- Quick and easy
- The individual is always in control
- Update and edit when needed
- **AXS is about belonging, it is about participation, it is for everyone** - not just Disabled people

# AXS Passport for individuals

For D&A this is about **removing the barriers** that people face not the labels that they are told to wear.

Many of the barriers people face are **hidden**.

This is a **global reality**.

**Let AXS Passport  
do the talking!**

# AXS Passport for individuals

Here is a live demo: [Adam's AXS Passport](#)

**...and there's more!**

# Not just for individuals, for organisations too!



Passports • Support



Account 

## The Organisational Portal and Dashboard

### NHS - Dashboard

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Welcome to your dashboard.

11 passports have been shared with your organisation.

To invite more people to share their passport with your organisation, send them to the following link (they will be able to see your email address):

<https://axs-passport.co/share/NK39E3em>

 Copy Link



 Download QR Code

Download QR code in black

# From surviving to belonging

- Microaggressions not tackled
- 'Airtime' not shared
- Employees do not feel comfortable contributing

- Feel comfortable contributing
- Unique skills and talents are valued



**Surviving**

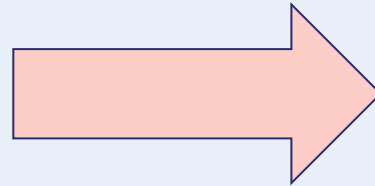
**Belonging**

# Hidden Differences, Disabling Barriers & Psychological Safety



Neurodiversity/  
Disability

Unsupported  
workplace barriers



Lack of  
accessibility and  
psychological  
safety



Mental health and  
workplace  
performance decline

**Job protection**



**You are the agents  
of change!**

**Job  
insecurity**

**Problematism**

**Reasonable  
Adjustments**



**Reasonable  
Adjustments**

**Universal  
Design**

**Inclusive practices**

# Ensuring Psychological Safety?

A workplace culture in which people are comfortable being and expressing themselves.

“Psychological safety is about participation and belonging”

## Maslow's Hierarchy of Needs

Self-actualization

Self-esteem

Love & belonging

Safety & security

Physiological needs

# Organisation Benefits

**Gain reasonable  
adjustments data**



**Promote inclusivity**



**Strategically plan  
procurement**



**Cross organisational  
insight into needs  
and requirements**



**AXS is An Anticipatory Welcome!**  
With a shared dialogue  
we generate Psychological Safety



## Discussion



**Meet:**



[Open Portal](#)

# AXS Passport for organisations

DIVERSITY  
&  
ABILITY

**AXS**  
PASSPORT

**For organisations**

# Additional Features in Next 3 Months

**Google and  
Microsoft calendar  
integration**



**Passport share  
links**



**Multiple passports**



**Integrated workplace  
assessment service**



**Upload documents**



**Custom  
organisational  
requirements**





# DIVERSITY & ABILITY

**AXS**

**Thank you!**



Any  
questions?

