



Disabled people getting and staying in jobs

What we think government should do



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About us



This work is being done by a House of Commons committee called the Work and Pensions Select Committee.



The House of Commons is the part of Parliament where MPs sit, the other part is the House of Lords.



Parliament has groups or committees that look at things the Government is doing.

They use what they find out to help change things or make them better.



In this committee we are looking at what the Government is doing to help more disabled people get work and stay in jobs.

Disabled people in work



We all know disabled people are much less likely to get a job and keep it.



There are many more people without a disability in work.

This is measured. About 8 out of 10 non-disabled people are in work. But only about 5 out of 10 disabled people are in work.



This gap has got a bit smaller since 2013 and over one million more disabled people now have jobs.



But there are still far too many problems for disabled people getting in the way of getting a job and keeping it.



The Government plans to do more to help and has 2 new plans:

1. a Green Paper called Shaping Future Support, just out
2. a new National Strategy for Disabled People which should be out soon.

We will be looking at the details of both of these plans to see how good they are.

How many more disabled people should get jobs



The Government has said they want one million more disabled people to get a job by 2027.



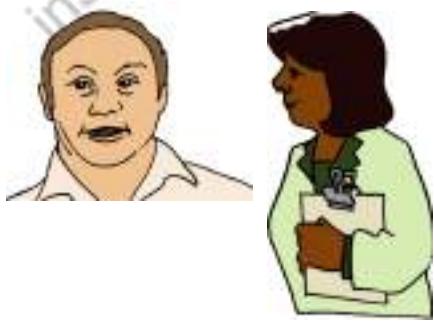
They used to say they would halve the difference between the numbers of disabled and non-disabled people who have jobs.



We think this was a better way of looking at things and we want them to go back to this.



It would mean another 1.2 million disabled people in work between now and 2027.



We think the government should also collect more information about disabled people who are in work so we know more about them. For example how many people with learning disabilities are in work.



This would need employers to say how many disabled people work for them.



We also need to look at how much disabled people are paid, as that is often less than non-disabled people.



Government needs a plan to close this gap too.

Support to get a job



The Department for Work and Pensions (DWP) needs to change how it supports disabled people to get jobs to make it work better.



The Work and Health Programme they have is not working for many disabled people.



Smaller providers, like local job support organisations who know what they are doing, are the best at supporting people into work.



We want small groups of councils to buy in job support from local small providers in their area.



The DWP should:

- pay for these schemes
- check how well they are doing
- let everyone know how well schemes are doing.



They need to work closely with the NHS, education and other voluntary organisations.



We know not all councils are able to do this at the moment, so DWP should take over if they can't.



There is a good way of supporting people into work called Individual Placement and Support. We need more of this.



We also need more people to use job carving. This is where jobs are made that match the things people can do.

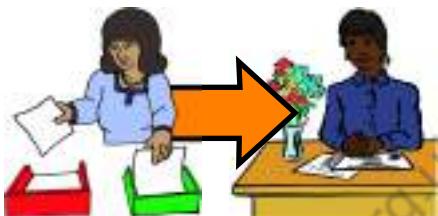


Job carving is working well for disabled people, and DWP needs to tell more employers about it.

Support in work



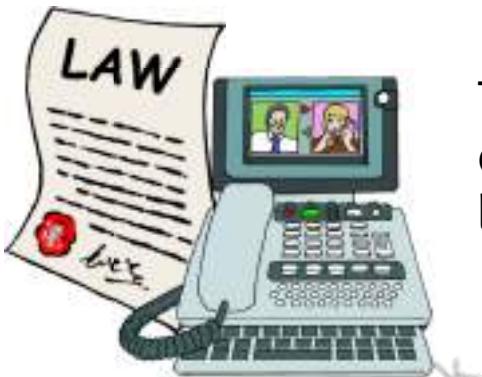
Support to disabled people without a job and getting them into work is a big part of what DWP do.



But it is also important to support people to keep a job and also get promotion.



So, Government should check how many disabled people leave or stay in work and compare that to non-disabled workers.



The law says employers have to make changes to support disabled workers, as long as they are not too difficult to do.



But some employers do not understand what they should do or ignore it.



The Government must make sure employers can get support and help to make the changes people need through their new on-line web site.



It should think about saying which employers are not doing a good job here.



The Government has plans to help stop some people with long-term health conditions losing their jobs. This includes money for employers to buy support services.



Lots of disabled people find it difficult to get support from Jobcentre Plus.



Their services do not always meet peoples' access needs. So for example:

- BSL users were not given an interpreter
- people with sight problems were not given help inside Jobcentres.



So we have the government department that includes the Minister for Disabled People with services still not accessible for everyone. This is really not good enough.



The DWP must urgently change to be able to talk to disabled people in the ways and formats they need.



They must also make sure Jobcentre Plus staff get disability training on different disabilities.



Access to Work is a government scheme which gives advice and support to disabled people and their employers.



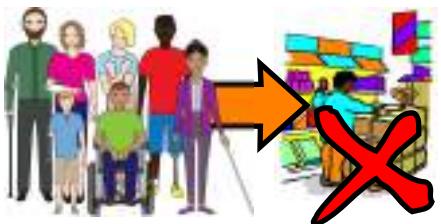
It is really important as it helps them sort out issues disabled people face in jobs. But it gets clogged up with paperwork which puts people off. Or leaves them waiting and not knowing what is happening.



The Minister said asking for Access to Work would all go on-line. We think the DWP need to make sure this work includes working with disabled people to get a system that quickly works for everyone.



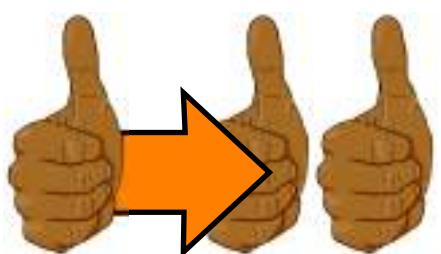
There is a scheme called Disability Confident. This helps employers see the benefits of giving jobs to disabled people.



But it does not seem to have changed the number of disabled people getting jobs.



It is often a scheme where employers can get the badge but don't employ more disabled people.

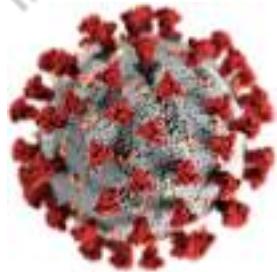


The DWP said they were looking at making it better.



We think there now needs to be a proper check to see how good it is and if it does what it is meant to do.

Coronavirus or Covid -19



It is still too early to see what effects Covid-19 has had on jobs for disabled people.



We have heard disabled people have been affected more than non-disabled people.



They worked in types of jobs more affected by Covid. And were more likely to lose their jobs or have to work less hours.



To support people back into work after Covid, the Government has started 2 support schemes:

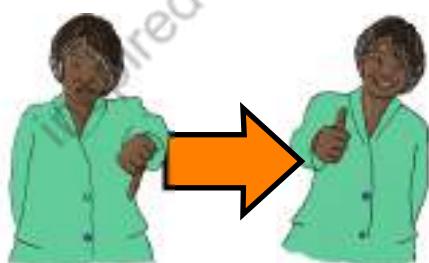
- Kickstart
- and Restart.



But because they can't get good details from people on Universal Credit we don't know how good these schemes are for disabled people.



DWP has said that it will let people know what happens to disabled people on each scheme when they finish.



We have said this is not good enough and they should make changes. That still needs to be done straight away.



More people are working from home during Covid.



For some disabled people this has caused more problems with the technology and so on.



For others it has been good.



The Government should work with employers to make sure that disabled people who can and want to work from home have support after Covid, if they do jobs that can be done from home.



Disabled people should have the right to ask to do this.

Benefits



The DWP says that it will think about how to sort out problems with disability benefits.



It has got to listen to what disabled people have to say about what has happened to them and use that information to make it better.



The Work Capability Assessment, which is meant to see if a person is “fit for work”, does not do this properly.



DWP needs to think again about assessments for disability benefits.



Having assessments again and again and having punishments, or sanctions, for doing anything slightly wrong causes a lot of worry and doesn't help people get jobs.



The Minister has said punishing people is not good for anyone, so the department needs to think again about this whole area.



The Department needs to say what they are going to do about the things other MPs in the House of Commons said before they change about sanctions.



They said some groups of people should be kept free from sanctions.

And for others, they said DWP should look at sanctions that do not take away money and have a fair warning system.

Talking with disabled people



It is a problem that many disabled people do not trust the DWP.

The Department has said this lack of trust is a problem.



We also heard that the Government was not very good at involving disabled people in making its new National Strategy for Disabled People.



Another Committee has asked DWP to use a set of rules about how to involve disabled people.



We also ask the Department to do that as a first step to be better at involving disabled people.

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