



# Working in Parliament or on local councils

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## What people told us and the government's reply

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Easy Read Document



Easy Read

# Important

This is a big booklet, but you may not want to read all of it.

Look at the list of contents on pages 1, 2 and 3. It shows what is in the booklet. Look down the list to find things you want to read about.

## Green writing

In this Easy Read booklet we sometimes explain what words mean.

The first time we mention any of these words, it is in **bold green** writing. We then write what the words mean in a blue box.

These words and what they mean are also in a Words list at the back of the booklet.

If any of the words are used later in the booklet, we show them in **normal green** writing. If you see words in **normal green** writing, you can look up what they mean by looking for the blue box earlier in the booklet, or by looking at the Words list.

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## About this booklet

This government wants to get **equality** for disabled people. This means making things fair so that everyone has a fair chance to do well in life.

### Equality

This means having the same rights as other people to be treated with respect, to have the chances and choices for a good life, and to be able to join in with other people. Some people need extra help to be equal.



This is why the government said it wanted to give extra help for disabled people who want to become Members of Parliament or be chosen to work as a **councillor**.

### Councillor

In English local **elections**, people are chosen to look after the needs of a local area. These people are called **councillors**.

The government wants more women, more disabled people and more **ethnic minority** people to work in Parliament.

### Ethnic minority

This means people who, because of their race, colour, culture, language or nationality, are not the same as the majority of the population. For example, black Caribbean people, Pakistani people, Chinese people and Bangladeshi people.



A group of Members of Parliament found out that there are 3 big **barriers** that stop disabled people becoming a Member of Parliament or a **councillor**.

### Barriers

These are things that stop disabled people living like other people. For example, the ways other people think and act towards disabled people.

These are the 3 **barriers** stopping disabled people becoming a Member of Parliament or a **councillor**.

- The way other people think and act towards disabled people.
- The high cost of trying to become a Member of Parliament or a **councillor**.
- Accessibility. Things like using transport, getting into and around buildings or taking part in interviews and meetings.

In September and October 2010, the government asked people what they thought. They spoke to

- **political parties** in Parliament.
- disability groups and organisations.
- organisations who deal with **equality**.

The government spoke to these people before writing 6 plans to help disabled people.

### Political parties

These are groups that take part in elections to local councils and Parliament. There are a lot of political parties, but the 3 main ones in this country are the Conservatives, Labour and the Liberal Democrats.



# What the plans said

## Plan 1

The government should work more closely with **political parties**, the **Local Government Association** and disability organisations to help people change the way they think about disabled people.

### The Local Government Association

This is a voluntary group. Lots of local councils belong to the Local Government Association. It wants local councils to look after the needs of local people better. And it talks to the government to try to make things better.

## Plan 2

Set up a programme to find **elected** people who would help disabled people. Do this by working with **political parties**, the **Local Government Association** and disabled people's organisations.



### Election

An election is when everyone over 18 can vote to choose a person to act for them in places like Parliament and on local councils. When a person is chosen it is called being elected.

### Plan 3

Support disabled people to get **elected** by giving them training and helping them do the best they can.

### Plan 4

Set up a fund to help disabled people pay for things to do with their **impairment** when they want to get **elected**.

### Impairment

This is something about the way a person does things. It may be things like being unable to walk well, not being able to see or hear other people clearly, not being able to think hard for a long time, or not being able to remember things.

### Plan 5

Work with **political parties** to look at their **disability access ideas** and tell people about the good ways of working.

### Disability access ideas

These are the ideas that **political parties** have to make it easier for disabled people to use or get services and other things they need, like a place to live or services that everyone else uses.

## Plan 6

Help local councils and **political parties** follow the rules in the **Equality Act 2010**. Do things like writing a booklet to explain what the rules are.

### Equality Act 2010

This is a law to make sure that all people are treated fairly and equally.

## The public consultation

Between 16 February and 11 May 2011 we asked people to tell us what they thought about the plans. This was called a public **consultation**.

### Consultation

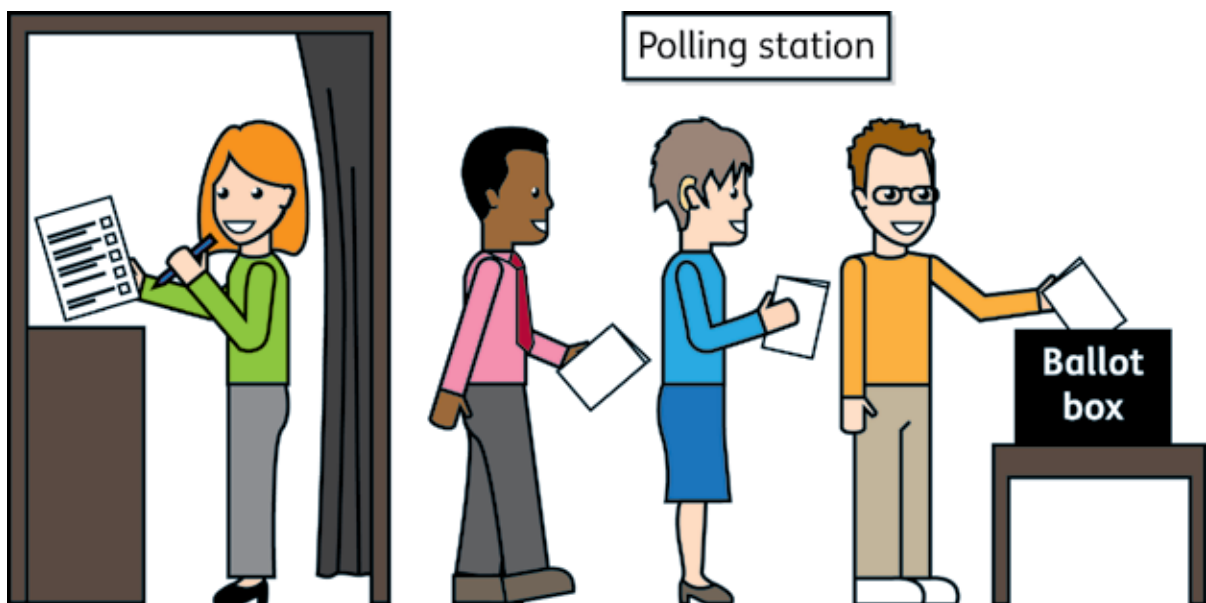
This is when government asks what people think about their plans, and for ideas about the best ways of doing things.

The government has now decided to take forward plans 1, 3, 4, 5 and 6.

Over the next few months we will work with **political parties**, the **Local Government Association**, disability organisations and other **equality** groups to work out how we will take the plans forward.

The changes will help disabled people who want to take part in these **elections**.

- United Kingdom Westminster **elections**, which are when people become Members of Parliament.
- English local **elections**, which are when people are chosen to become **councillors**.
- Greater London Authority **elections**, which are when people are chosen to look after the Greater London area. The Mayor of London is also chosen in these **elections**.
- English Mayoral **elections**, which are when people choose a mayor for their area.
- Police and crime commissioners, who are people chosen to look after the police forces.



This booklet says how the public **consultation** was run. It also tells you what people told us and what will happen next.

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## How the public consultation worked

The public **consultation** ran from 16 February to 11 May 2011. A copy of the **consultation** booklet was written in easy to read words. People could also get the **consultation** booklet in Braille and other **formats** if they needed to.

### Format

This means a different way of showing the information. For example, in Braille or on CD.



If you are interested in finding out more about this work

- send an email to [accesstoelectedoffice@geo.gsi.gov.uk](mailto:accesstoelectedoffice@geo.gsi.gov.uk)
- telephone 020 7035 8057 or 020 7035 8064. (If you are deaf or hard of hearing, you can ring a minicom telephone on 020 7035 4742 between 9 o'clock and 5 o'clock on weekdays)

- send a letter to

Access to Elected Office Team  
Government Equalities Office  
Home Office  
3rd Floor  
Fry Building  
2 Marsham Street  
London SW1P 4DF

The **consultation** booklet was also shown on websites that belong to the Government Equalities Office, the Office for Disability Issues and DirectGov.

We talked to disability groups, **equality** groups and **political parties** about the **consultation** and asked them to let us know what they think. **Equality 2025** also took part in the **consultation**.

### Equality 2025

This is a group of disabled people who tell the government what they think. The group helps the government to get equality for disabled people.

There were 17 questions in the **consultation**. We had 45 replies in total.

The government is grateful for all the replies. The replies have all been looked at so we could decide how to help disabled people who want to work in Parliament or on local councils.

We are now going to show what people said about each plan.

# What people said in their replies to the public consultation

## Question 1

Which of the plans or which group of plans do you think would give the best support?

### What people said

We had 45 replies. 35 replies said a plan or a group of plans were best. The other 10 replies did not say which plan they thought was the best. 7 people said they wanted all 6 plans put in place.

Because of the way we asked the question we have split the answers up to show you how people replied.

### Plan 1

19 out of the 45 replies said they wanted Plan 1.

These people said that it was important to do something to change the way people think about disabled people.

But most people said that this plan was important if it was put into place with other plans.

### Plan 2

14 out of the 45 replies said they wanted Plan 2.

These people said that setting up a programme to find **elected** people who would help disabled people was an important way of getting rid of the **barriers** for disabled people trying to get **elected**.

All 14 replies said that this plan was important if it was put into place with other plans.

### Plan 3

23 out of the 45 replies said they wanted Plan 3.

2 of these people said that this plan to support disabled people to get **elected** by giving them training and helping them do the best they can should be the only plan put into place.

21 people said that this plan was important if it was put into place with other plans.





### Plan 4

More people wanted this plan than any of the others.

29 out of the 45 replies said they wanted Plan 4.

6 of these people said that this plan to set up a fund to help disabled people pay for things to do with their **impairment** should be the only plan put into place.

23 people said that this plan was important if it was put into place with other plans.

### Plan 5

13 out of the 45 replies said they wanted Plan 5. This was the lowest number out of the 6 plans.

All 13 replies said that this plan to work with **political parties** to look at their disability access rules and tell people about the good ways of working was important only if it was put into place with other plans.

### Plan 6

14 out of the 45 replies said they wanted Plan 6.

All 14 replies said that this plan to help local councils and **political parties** follow the rules in the **Equality Act 2010** and do things like writing a booklet to explain what the rules are was important only if it was put into place with other plans.

## What we found out

The 2 plans that people most wanted were Plan 3 and Plan 4. More than half of the replies wanted these 2 plans.

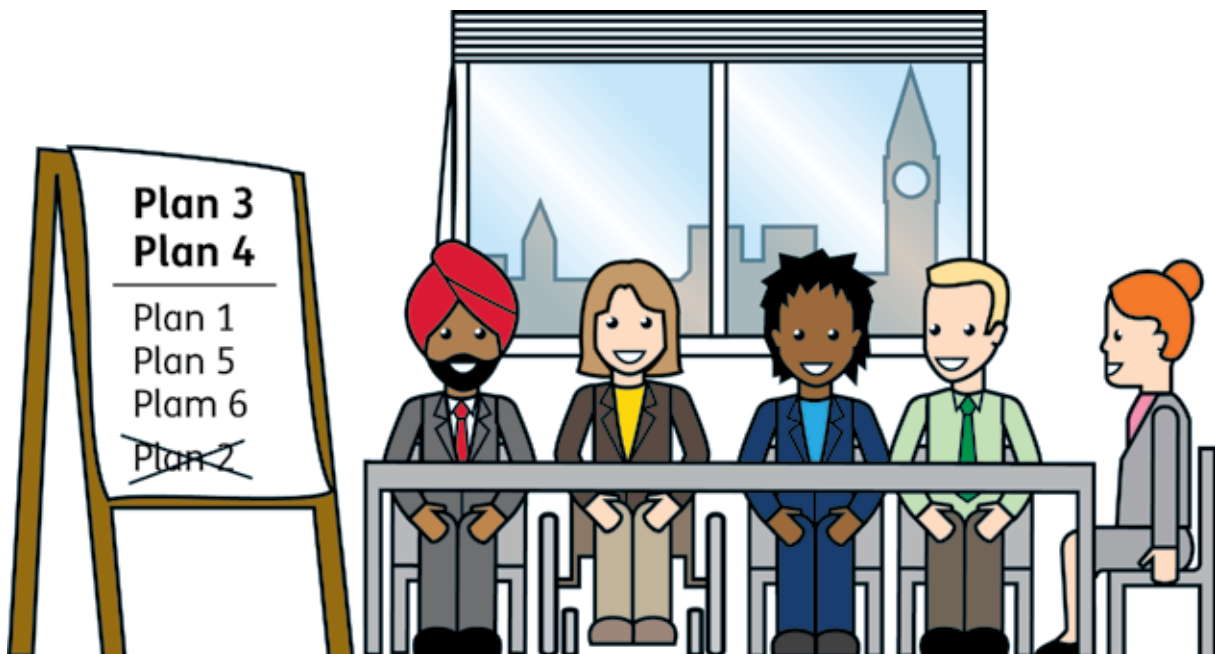
## The government's reply to question 1

The government has looked carefully at the replies and will set up Plan 1, Plan 3, Plan 4, Plan 5 and Plan 6.

We will use most of the money to set up Plan 3 and Plan 4. We will also set up Plan 1, Plan 5 and Plan 6.

We will not go ahead with Plan 2 as most people did not want this plan.

We will try to have the plans in place in early 2012.



## Question 2

Are there any **barriers** for disabled people who want to try to get **elected** that we have not talked about?

If yes, what are they?

What would be the best way of getting rid of the **barriers**?

### What people said

There were 37 replies to this question. People told us about lots of **barriers** that disabled people had when they were trying to get **elected**.

Some people thought that disabled people could not take part in **elections** because

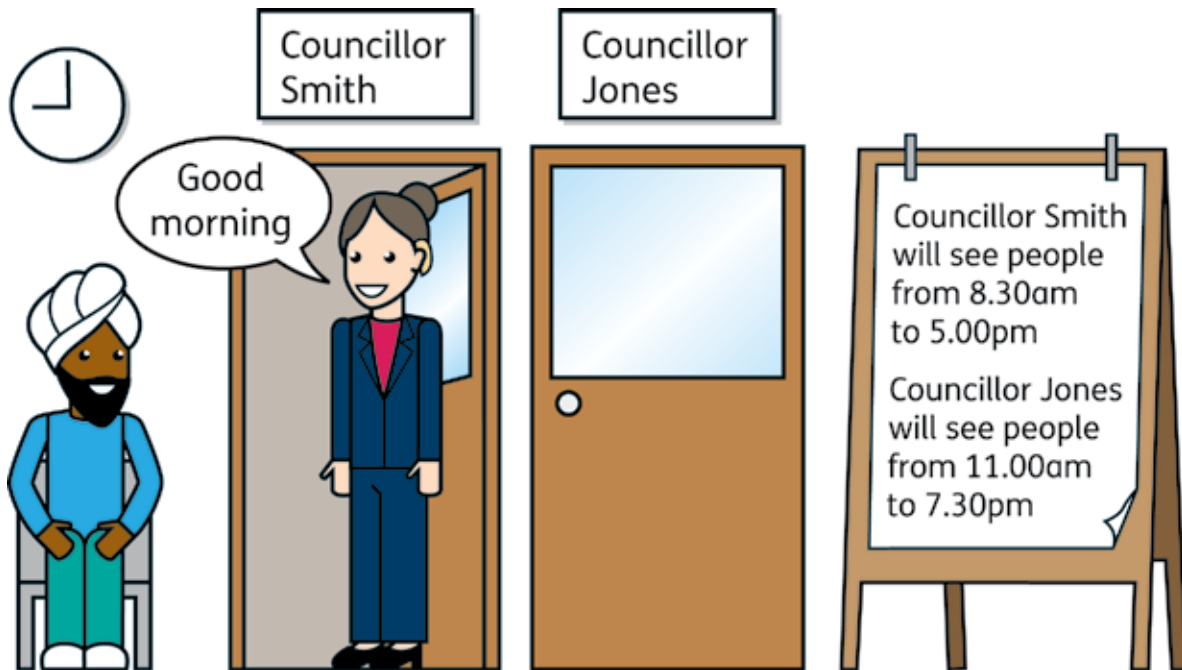
- the language that is used in **political parties'** booklets and papers is too hard to understand.
- it could be hard for disabled people to use **polling stations**.

### Polling stations

These are places where people cast their vote during an election.

Some people said that Parliament needed to change to get disabled people to try to get **elected**.

For example, this could mean something like the disabled person working at times that suit them, instead of having to work the normal working day. This is called flexible working.



A lot of people thought that it can be very hard for disabled people to get out and about to meet people when they are trying to get **elected**. This is because the disabled person would have to go to lots of different buildings and areas that are not easy to get around.

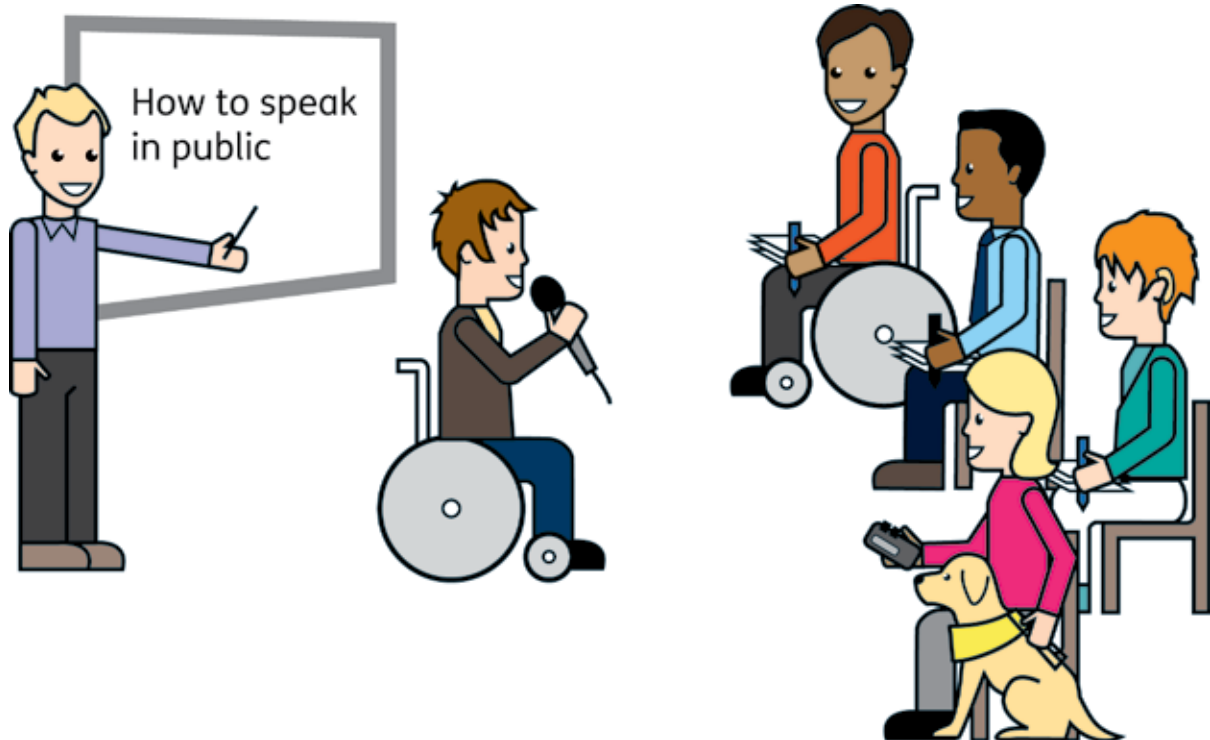
## Question 3

Do you know of any work that is going on at the moment that these plans could be used with?

### What people said

There were 22 replies to this question. People told us about programmes that these plans could be used with.

Some people told us about programmes that teach people how to be leaders, how to speak in public and how to get more confidence.



Some people said that we should think about using part of the **Access to Work** programme to help people who wanted to try to get **elected**.

### Access to Work

Access to Work gives advice and support to people whose disability or health problem affects how they do their work.

Access to Work can help pay for a support worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job.

There is a programme in Northern Ireland that helps people who are deaf or hard of hearing who want to become **politicians**.

### Politicians

People vote for politicians in elections to speak for them and make decisions.

The Northern Ireland programme trains deaf and hard of hearing **politicians** and sets up meetings with people from the main **political parties**.

A lot of people said that if people who are deaf or hard of hearing want to get **elected** we should set up meetings with **politicians**.

Talking to **politicians** could help disabled people feel more confident.

Guides, like **Radar's** Guide on Disability, could help **political parties** and **politicians** learn more about disabled people.

### Radar

Radar is the Royal Association for Disability Rights. It is this country's largest disability rights organisation. It is run by disabled people.

### Question 4

What is the best way to let other people know about the good things that disabled people have done as **politicians**?

What is the best way of getting in touch with disabled people and disabled people's organisations?

### What people said

There were 33 replies to this question.

Lots of replies had ideas about letting people know about the good things disabled people have done as **politicians**. They also had ideas about the best ways of getting in touch with disabled people and disabled people's organisations.

Some people said that disabled **politicians** should speak at events for disabled people.

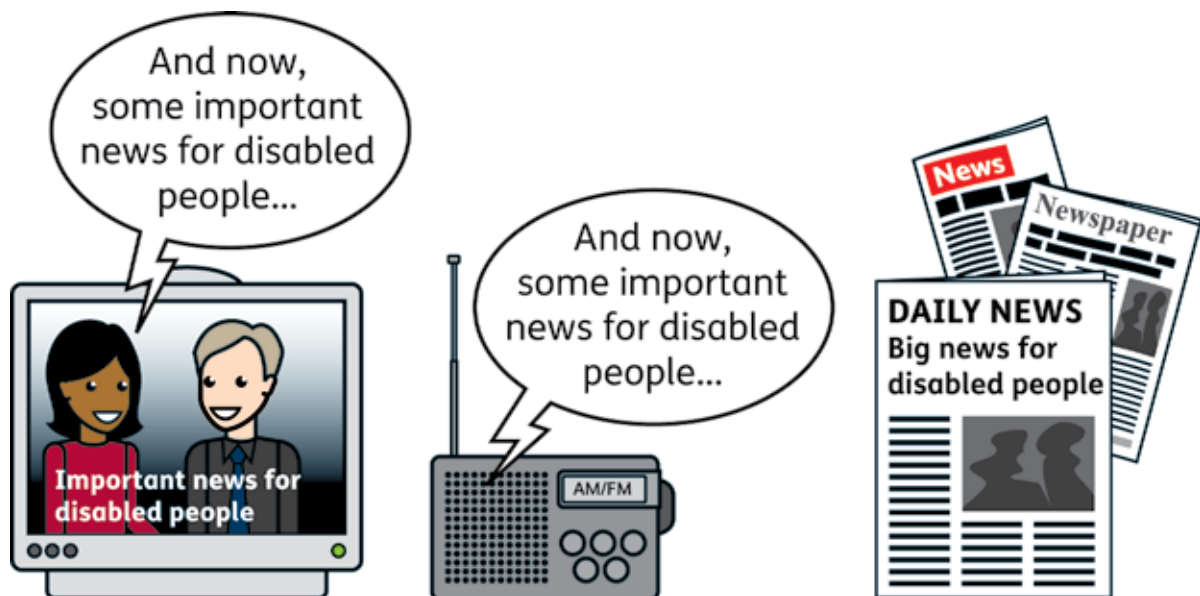
Other people said that we should talk to the **political parties'** young people's groups and political groups at universities and colleges. These groups are good starting points for people to get into politics.

Some people said that disabled people's organisations could pass information to disabled people and organisations like local councils.

The disability organisations could also encourage disabled people to put themselves forward for **election**.

Another idea is for **political parties** to get together with disability organisations to help disabled people who want to try to get **elected**.

Some people said that it is important that we do not just give out information for disabled people in one way as some disabled people will not see the information. We need to use as many ways of getting information out as we can.





## Question 5

What are the main things that disabled **politicians** should be doing to help disabled people?

### What people said

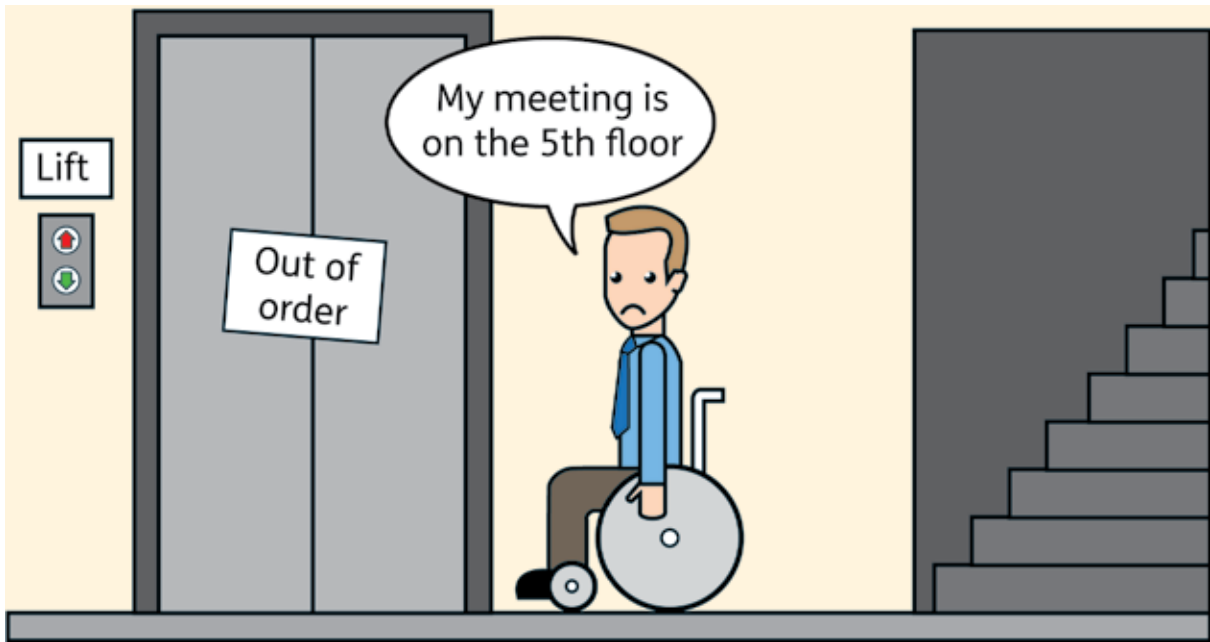
There were 30 replies to this question.

The replies had lots of ideas.

- Try to help disabled people have more access to politics and make it easier to find information.
- Find people who will do well in politics. And then give them as much support as they need.
- Make sure that **politicians** who are helping disabled people know enough to help them find the right organisations and the right type of help and support.
- Help disabled people to fight **discrimination**. For example, if a meeting is held in a building that is not accessible, or if a member of a **political party** makes a bad comment about disabled people or if information is not accessible by disabled people.

### Discrimination

This is when someone is treated unfairly because of something. People are sometimes discriminated against because of their age, because of the colour of their skin, or because they have a disability.



Some people do not think there are enough disabled **politicians** to help disabled people. They are worried that the disabled **politicians** will have too much to do.

Some people were worried that the disabled **politicians** could be seen as just helping other disabled people get elected. But, disabled people want to get **elected** for the same reasons as everyone else, not just because they are disabled.

## Question 6

How can we get other people and **political parties** to change the bad views they have about **electing** disabled people?

### What people said

There were 29 replies to this question. Most people said that it was important to have good stories about disabled people in the **media**.

#### Media

The media is things like newspapers, magazines, television and radio.

A lot of people said that **politicians** should talk to disabled people about their jobs and the things they have to deal with.

Some people thought these **politicians** could also use websites like Twitter and Facebook.

Some people thought that **political parties** should let other people know about the good things disabled **politicians** do. This is because the general public may be worried about **electing** a disabled person to look after their needs.

Some people thought it would be a good idea if **politicians** wrote about a day in their life as a disabled **politician**.



One idea was to get **political parties** to work with disabled people and disability organisations to make sure that those people who choose people for **election** get **disability equality** training.

### Disability equality

This means treating disabled people with respect, and giving them the same chances as other people to make their lives better.

One person thought we needed to do more to show that the needs of disabled people are being taken into account. For example, we need to make sure that all television programmes about Parliament have sub-titles.

A few people said that we need to get in touch with young people by using websites like Twitter and Facebook and also by talking to them in schools and colleges about **electing** disabled people.

### Question 7

What are the main skills that a person needs to become a **politician**?

#### What people said

There were 29 replies to this question.

A lot of people listed these skills.

- An interest in local issues.
- Having good communication skills. This means being able to talk to the general public and being able to speak in front of a lot of people.



- Being confident and being able to ask questions if they do not agree with something.
- Being able to look at something and break it down into its separate parts.
- Being able to keep doing something even if it is hard or you do not like it. This is called self-discipline.
- Being able to put things into order and sort out things in the order they are needed.
- Learning about deaf and hard of hearing people and learning how to speak and listen to deaf and hard of hearing people.

Some people thought that a **politician** should want to help other people.

### Question 8

What is the best way of giving training to disabled people and helping them do the best they can?

#### What people said

Many people said that giving training to disabled people and helping them do the best they can is important. They also said that disabled people should be given extra support to help them get **elected**.

People thought that disabled people, disability organisations and **political parties** should all work together to provide training and to help people do the best that they can.

People thought that anyone who wants to be **elected** should be able to get this training.

People said that training must be accessible. This includes transport, the buildings and any reading items needed for the training.



The types of training and help for disabled people to do the best they can that people wrote about most often were using a computer to learn on the internet and working with someone face to face.

Some people also talked about help or work experience for disabled people who are thinking about trying to get **elected**.

## Question 9

What other kinds of support would help disabled people who are or who want to be **elected**?

### What people said

Many people talked about 3 types of support that they thought would help disabled people.

- **Mentoring.**
- Networks.
- Accessible training.

### Mentoring

This is when an experienced person, called the mentor, works with a less experienced person to act as their guide and teacher.

### Mentoring

People said that **mentoring** would help those disabled people who want to try to get **elected** and also those disabled people who have been **elected**.

Some people said that **mentoring** would be done best by disabled **politicians**, or other disabled people who had been **elected** in the past.

Some people said that there were already schemes like this being used for other groups of people, like women and **ethnic minorities**.



## Networks

Some people said it was important to have support networks. These are groups of people that help each other. The help can be given to people over the internet or face to face.

## Accessible training and help to do the best they can

A lot of people said that training and help to do the best they can must be accessible to disabled people.

Things that people thought were important were transport, the times of any courses, accessible buildings, help and support, and the need for text phones to help deaf people to communicate with other people.



## Question 10

What kind of training would non-disabled **politicians** need to help and support disabled people who want to be **elected**?

### What people said

There were 33 replies to this question. But some people did not answer the question.

Most people who did have ideas said that more people needed to know about disability issues and the good things disabled people have done.

Some people said that teaching **politicians** about disability would help to change the way they think about disabled people. It would also help them to see the problems that some disabled people have.

Some people said that disabled people would never think about getting involved in politics as they would not think that they could do it. They think that **political parties** should meet and talk to disabled people and show them how to get into politics.

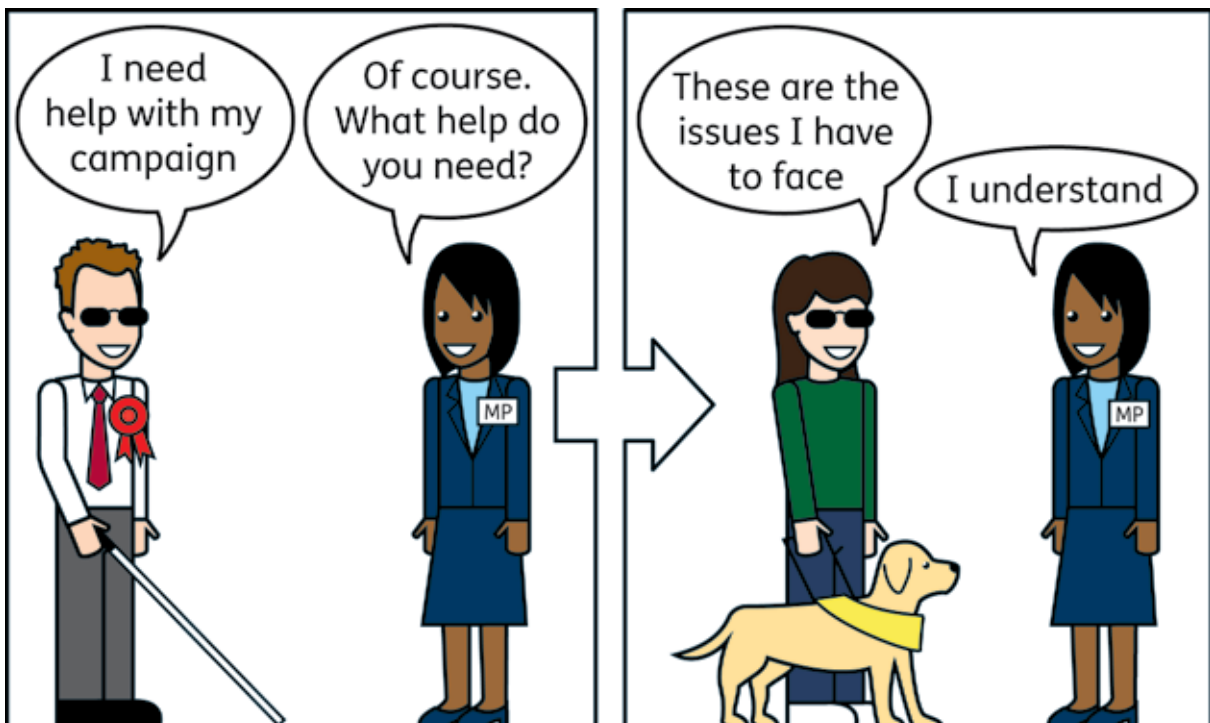
Some people said that there needed to be more **diversity** and **equality** training. They also said that disabled people should be involved in working out and giving the training.

## Diverse or diversity

This is a mix of different kinds of people. For example, men and women, young and old people, black and white people, disabled and non-disabled people.

Some people said that non-disabled **politicians** could help disabled people who are trying to get **elected** or disabled **politicians** who have just been **elected**.

This could help the non-disabled **politicians** to understand the issues a disabled person has to face.



## Question 11

What should we think about when deciding if a disabled person should get help from the fund?

### What people said

Most people did not say what we should think about when deciding if a disabled person should get help from the fund.

More than one person thought that the fund should help any disabled person who needs extra help because of their disability. But people did say that they knew this would depend on the amount of money in the fund.

A lot of people said that they knew it would be hard to work out rules that would be fair to everyone who asked for help.

These people knew that the rules had to be fair and that they had to be seen to be fair. A lot of people thought that disability rights organisations should help to make the rules.

Some people said we could use the rules for getting money from the **Access to Work** programme and then add some more just for the disabled people who want to get **elected**.

A few people said the disabled people who want help from the fund should be registered disabled under the **Equality Act 2010**.

Some people said that disabled people who want help from the fund must be able to show that they are a member of a **political party** or show that they are working for their local area.

A few people thought that we should take into account the chances of the disabled person getting **elected**, and that we should also listen to the **political party** they belong to and anyone else who knows them.

These same people thought that the disabled people should be involved in making decisions.

### Question 12

When should a disabled person get help from the fund?

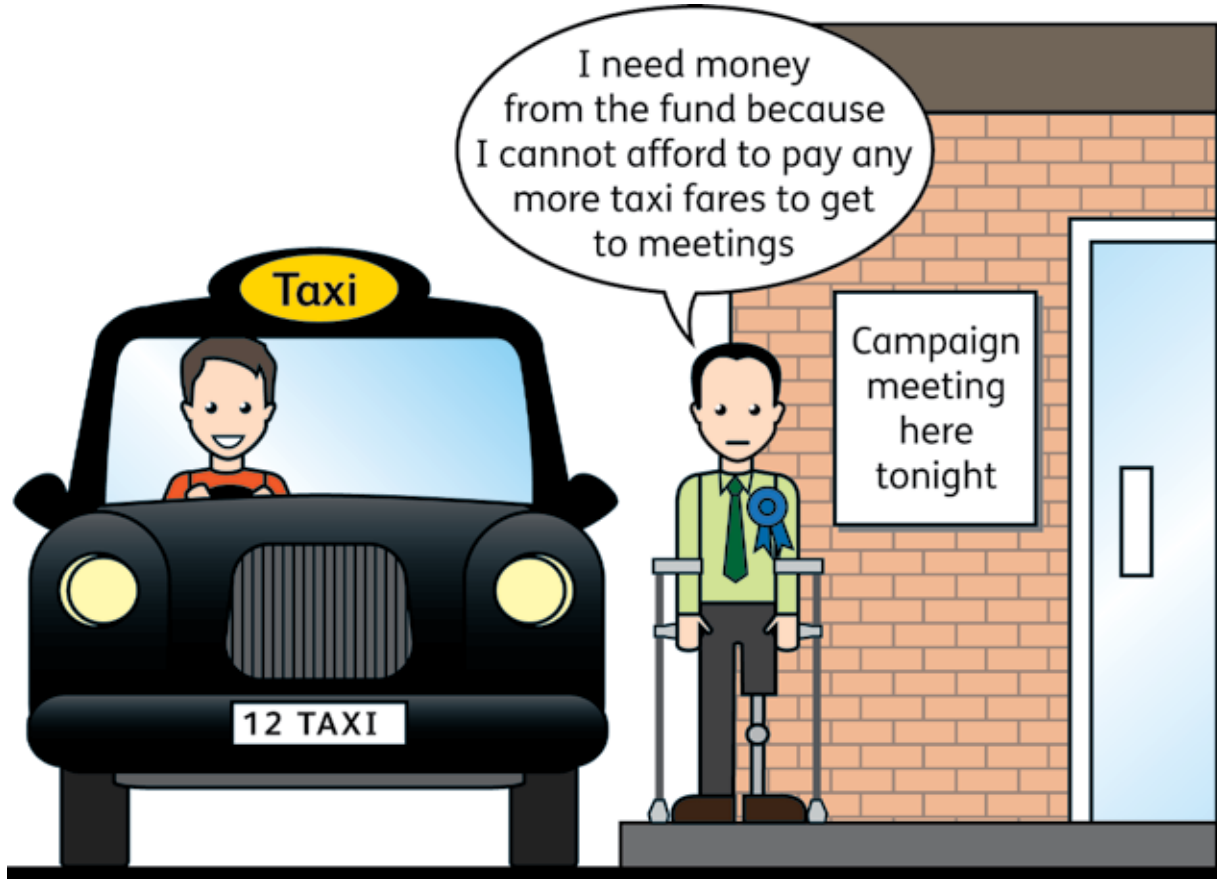
#### What people said

There were 24 replies to this question. Most people said that the disabled person should be able to get money as soon as they decide that they want to get **elected**.

Some people said that a disabled person who does not know very much about politics should show that they want to be a **politician** by showing that they have worked in their local area or done voluntary work.

Most people said that **political parties** give more support to people once they have been chosen to try to get **elected**. This means that support is needed before this as it would be harder to get past the **barriers** without support from the **political party**.

If a disabled person is trying to get **elected** on their own, they will need help in the early stages as they will need to pay all their costs out of their own money.



Some people said that people should only get help from the fund once the **political party** had picked them to try to get **elected** or during the **election** for disabled people trying to get **elected** on their own.

A few people said that because the rules were different for different **political parties** all disabled people should be able to ask for money from the fund. All requests for money from the fund should be treated in the same way using the same set of rules.

## Question 13

When people or groups ask for money from the fund, how should we decide which is the most important and should be paid first?

### What people said

There were 22 replies to this question. There was no clear view on how we should decide which people are the most important and should be paid first.

Some people thought that we should look at how much money we should pay out of the fund every year. This would mean looking at everyone's request and comparing them to each other. We would then need to decide who were the best people to get elected or who had the best chance of getting elected, and give those people money from the fund.

Looking at the funds each year would mean that we could give funds to a lot of different people taking part in local **elections** and **elections** to Parliament.

One person thought that people should be able to ask for money from the fund twice a year.

A few people thought that the amounts of money should change depending on when they need help. So that if there was an election there would be less people asking for money from the fund but the amounts of money being asked for would be high.

In the run up to an election there would be a lot of people asking for money from the fund but the amounts would be lower because less support would be needed.

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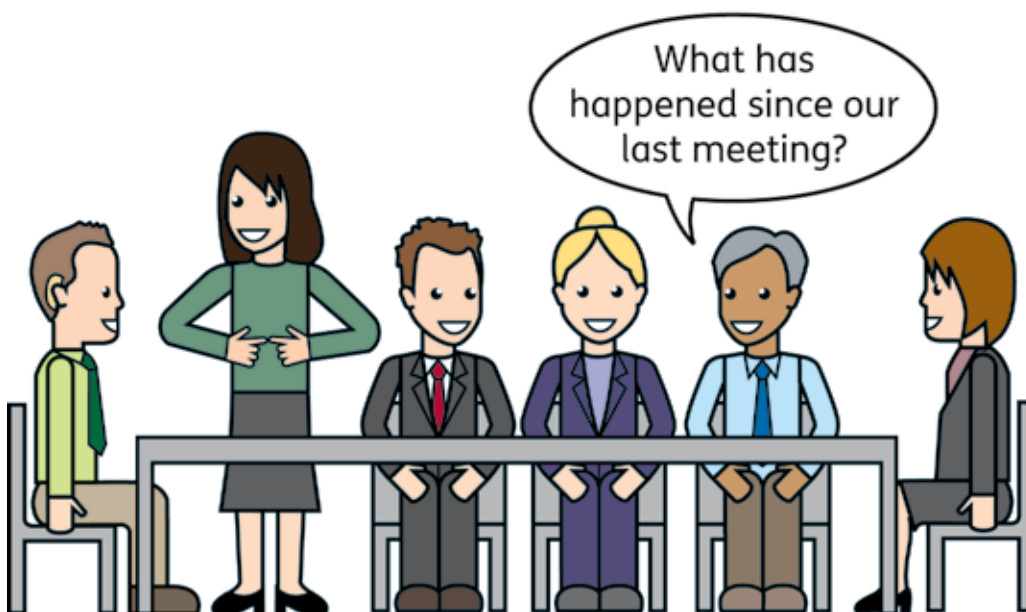
One person thought the fund should work in the same way as the Disabled Students Allowance and there should be set rates of money for different types of support. For example, travel or support workers. People asking for money would need to send in proof of what they had spent money on.

Another idea was to set up a group of disabled people and someone from the fund to look at the requests for money from disabled people.

Some people said that we need to make sure that we do not pay all the money out of the fund on small requests for money and then not have enough to pay for something like a **British Sign Language** interpreter.

### British Sign Language

This is a language for deaf people. Instead of speaking, people use their hands to make signs that deaf people see as words. People who use it are sometimes called signers.





## Question 14

How can we choose which activities should be supported by the fund? How long should we support these activities?

### What people said

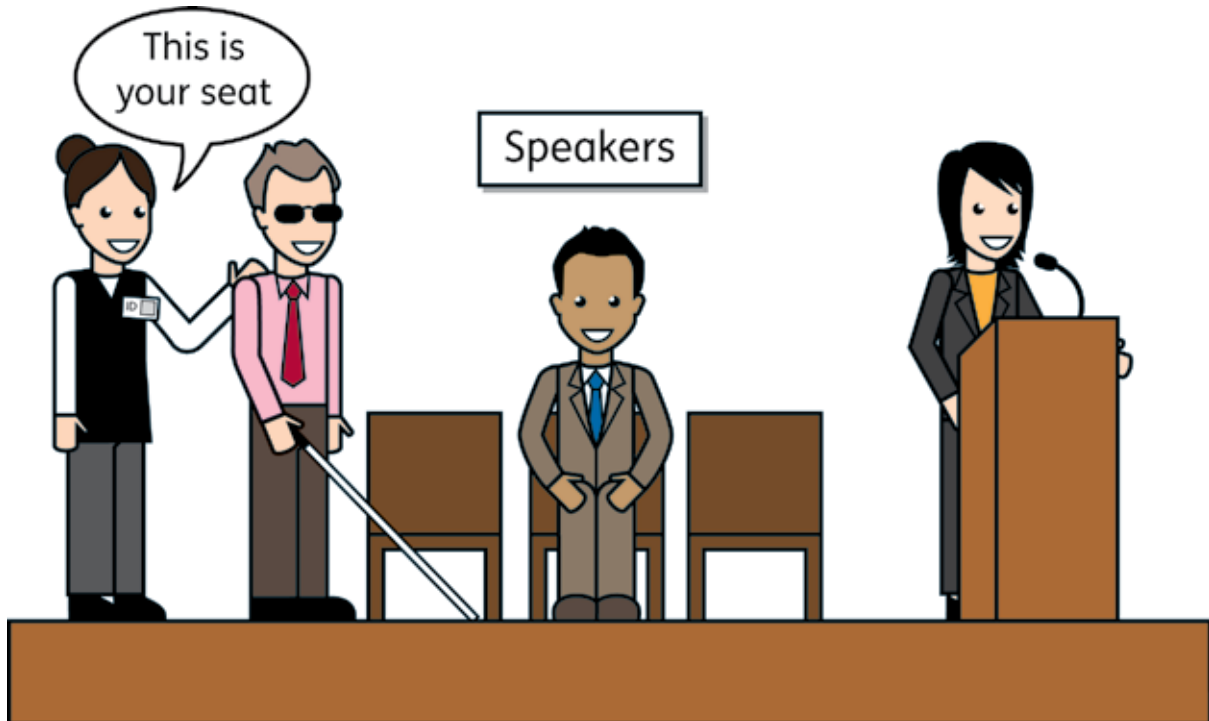
There were 25 replies to this question. Most people agreed that all activities that are not covered by the **Equality Act 2010** should be supported by the fund.

But the fund must not be used to make one person look better than another person who wants to be **elected**. Any requests for money from the fund must be looked at carefully to make sure the fund is used to get rid of a **barrier** because of someone's disability. The fund must not be used to produce booklets and leaflets for a **political party**.

Quite a lot of people said the fund should cover these costs.

- Help with communication. This would be something like a **British Sign Language** Interpreter.
- Special aids and equipment. This is to give disabled people aids and equipment that non-disabled people would not need.

- Support workers. This would be to have support workers help the disabled person to carry out their duties.



- Travel and somewhere to stay. This is to help with the extra costs of travel or somewhere to stay for a disabled person.
  - A disabled person may need to travel by taxi instead of a bus.
  - A disabled person may need an accessible hotel room instead of staying at another person's house.

A few people thought the fund should cover some other kinds of expenses that are only needed sometimes. For example, a grant towards the cost of disability awareness training for members of the local **political party**.

People could not decide how long we should support activities. Some people said we should only give support after a person is picked to try to be **elected** and before an **election**. This would be in a time called the **election campaign**.

### Election campaign

This is when people travel around talking to lots of different people and groups before an election. They do this to try to get people to vote for them in the **election**.

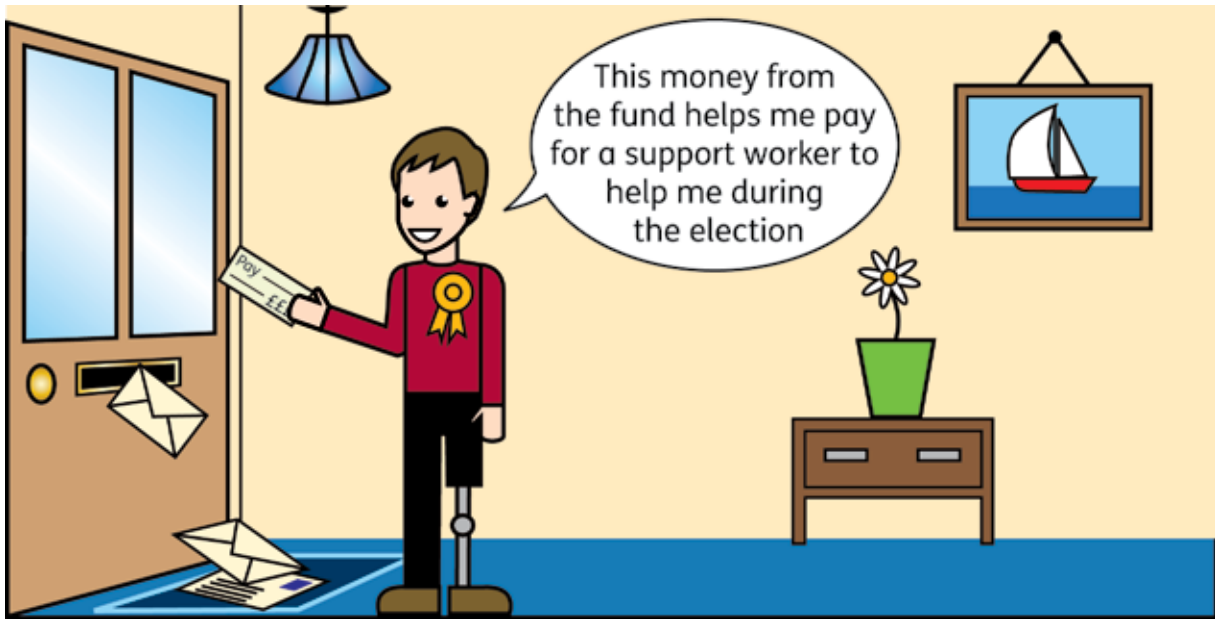
Some people said we should support people before they are picked to try to get **elected**. This was because they would get more help to do with their disability once they had been picked.

### Question 15

If we decide that a disabled person should get help from the fund, how should we pay the money?

### What people said

There were 19 replies to this question. Most people said that payments should be made to the disabled person.



A large number of people said that payments should be made early to stop a disabled person who may not have much money being unable to pay for something.

Some people said that money should only be given out when the disabled person can prove what they have paid for. They also said that payments should be made straight to the organisation who has the service or thing that is needed.

Some people said that the fund should be checked often to make sure that money was being given out fairly and to make sure that the money was being used properly. This could be done like the **Access to Work** programme.

One person thought that a one-off payment should be made to the disabled person after checking to see what the needs were.

Another person said that there should be a top limit and a bottom limit for how much is paid from the fund. This person also said that there should be a check made to see what a person's needs are.

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## Question 16

Are there any things that the fund should not be used for?

### What people said

There were 21 replies to this question. Most people said the fund should not cover any costs for things that are not to do with a person's disability.

These people also said that any costs that both disabled and non-disabled people need to pay should not be paid from the fund. This is because the disabled person would be helped more than the non-disabled person.

People said that the fund should not be used to pay for things that the political party should pay for as part of making **reasonable adjustments**.

### Reasonable adjustments

Reasonable adjustments are when people like employers and service providers have to make changes to the way they work, and to their buildings, to make it easier for disabled people to get a job, use services or buy things.

Some people said that the fund should not be used for things like entertainment, alcohol, clothes or somewhere to stay in the area where the disabled person will work.



A few people said that we should take other payments into account when we are deciding how much to pay. These would be things like **Access to Work** and **Personal Independence Payments**.

### Personal Independence Payment

This is money that someone with a disability or a health condition may be able to get to help them pay for the help and support they need. This used to be called Disability Living Allowance.

Some people asked if the fund should be used to cover the costs of an **election campaign**. These people said that the fund should not be used to make leaflets, letters or posters to do with the **election**.

2 people said that everything should be paid for out of the fund.

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## Question 17

What kind of rules should **political parties** have

- for giving help and support to disabled people.
- that disabled people can use.

### What people said

There were 29 replies to this question. Most people said that **political parties** needed to follow the **Equality Act 2010**. These people also said that **political parties** should be doing all they can to get disabled people to take part.

Many people said that **political parties** should have rules that everyone knows about to do with **reasonable adjustments**. This would make it easier for disabled people to talk about their **impairments**.

A lot of people said that **political parties** should talk to disabled people and disabled people's groups to set up rules for dealing with disability and **equality**, and to make sure the **political party** is accessible and getting its message across to people.

Some people thought that **political parties** should have their own disability officer who could talk to disabled people and disabled people's groups and also set up rules for dealing with disability in local areas and across the country.



A few people said that people who work for **political parties** should learn more about deafness and be able to have leaflets and booklets in **British Sign Language**. This would help **political parties** to understand the needs of people who use **British Sign Language**.

People also said that **political parties** should not allow any form of **discrimination**.

Some people thought that **political parties** should check their members to see how **diverse** their members are. They said that **political parties** should do more to make sure their members are more **diverse**.

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## Question 18

Is there anything else you would like to tell us about this **consultation** that has not already been covered by questions 1 to 17?

### What people said

There were 7 main points that people said.

#### Point 1

The way people think and act towards someone with a mental illness can be a **barrier** to them trying to get **elected**.

People are glad that a Member of Parliament does not now have to leave their job if they have a mental illness for more than 6 months.

#### Point 2

Schools should teach about the way people think about disabled people and people from other countries or **ethnic minorities**. This would help to get rid of any **barriers** to disabled people and people from **ethnic minorities**.

This is very important for young people with special education needs and young learning disabled people who may not learn about politics.

### Point 3

We need to make sure that the government and **political parties** know the difference between disability organisations and disabled people's organisations.

Both of these organisations need to be involved in working out this plan to help disabled people get **elected**.

### Point 4

One reply that we got had a petition with it. The petition had been signed by 300 people and it said that the law should be changed to let Members of Parliament job share.

### Job sharing

This is when 2 people work part time to do the same job one person would normally do when working full time.



### Point 5

The fund is a good idea, but the amount of money for the fund is only a small amount of money.

### Point 6

The amount of money that is needed to win an election in some areas is very high. The extra amount needed for expenses may be too much for some people.

### Point 7

Some people said that we should look at how a person's benefit or allowance is affected if they are trying to get **elected**.

Some people said that any allowance a **councillor** gets should not have income tax taken off it.

# Words list

## Access to Work

Access to Work gives advice and support to people whose disability or health problem affects how they do their work.

Access to Work can help pay for a support worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job ..... 21

## Barriers

These are things that stop disabled people living like other people. For example, the ways other people think and act towards disabled people .....6

## British Sign Language

This is a language for deaf people. Instead of speaking, people use their hands to make signs that deaf people see as words. People who use it are sometimes called signers ..... 39

## Consultation

This is when government asks what people think about their plans, and for ideas about the best ways of doing things ..... 10

## Councillor

In English local **elections**, people are chosen to look after the needs of a local area. These people are called **councillors** . . . .5

## Disability access ideas

These are the ideas that **political parties** have to make it easier for disabled people to use or get services and other things they need, like a place to live or services that everyone else uses . . . . .9

## Disability equality

This means treating disabled people with respect, and giving them the same chances as other people to make their lives better..... 27

## Discrimination

This is when someone is treated unfairly because of something. People are sometimes discriminated against because of their age, because of the colour of their skin, or because they have a disability ..... 24

## Diverse or diversity

This is a mix of different kinds of people. For example, men and women, young and old people, black and white people, disabled and non-disabled people ..... 34

## Election campaign

This is when people travel around talking to lots of different people and groups before an election. They do this to try to get people to vote for them in the **election**... 42

## Election

An election is when everyone over 18 can vote to choose a person to act for them in places like Parliament and on local councils.....9

## Equality

This means having the same rights as other people to be treated with respect, to have the chances and choices for a good life, and to be able to join in with other people. Some people need extra help to be equal.....5

## Equality 2025

This is a group of disabled people who tell the government what they think. The group helps the government to get equality for disabled people .....13

## Equality Act 2010

This is a law to make sure that all people are treated fairly and equally..... 10

## Ethnic minority

This means people who, because of their race, colour, culture, language or nationality, are not the same as the majority of the population. For example, black Caribbean people, Pakistani people, Chinese people and Bangladeshi people .....6

## Format

This means a different way of showing the information. For example, in Braille or on CD..... 12

## Impairment

This is something about the way a person does things. It may be things like being unable to walk well, not being able to see or hear other people clearly, not being able to think hard for a long time, or not being able to remember things.....9

## Job sharing

This is when 2 people work part time to do the same job one person would normally do when working full time..... 49

## Media

The media is things like newspapers, magazines, television and radio ..... 26

## Mentoring

This is when an experienced person, called the mentor, works with a less experienced person to act as their guide and teacher ..... 31

## Personal Independence Payment

This is money that someone with a disability or a health condition may be able to get to help them pay for the help and support they need. This used to be called Disability Living Allowance ..... 45

## Political parties

These are groups that take part in elections to local councils and Parliament. There are a lot of political parties, but the 3 main ones in this country are the Conservatives, Labour and the Liberal Democrats ..... 7

## Politicians

People vote for politicians in elections to speak for them and make decisions ..... 21

## Polling stations

These are places where people cast their vote during an election ..... 18



## Radars

Radars is the Royal Association for Disability Rights. It is this country’s largest disability rights organisation. It is run by disabled people..... 22

## Reasonable adjustments

Reasonable adjustments are when people like employers and service providers have to make changes to the way they work, and to their buildings, to make it easier for disabled people to get a job, use services or buy things..... 44

## The Local Government Association

This is a voluntary group. Lots of local councils belong to the Local Government Association. It wants local councils to look after the needs of local people better. And it talks to the government to try to make things better.....8

# How to contact us

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