



# The disability and health employment strategy – the discussion so far

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Helping disabled people and people with health conditions find, stay in and do well in a job

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Easy Read



Department  
for Work &  
Pensions

# Important

## 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. Then we write what the words mean in a **light purple** box. If any of the words are used later in the booklet, we show them in **normal green** writing.

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

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CDS, 7 Eastgate, Leeds LS2 7LY  
Tel: 0113 399 4000  
Web: [www.cds.co.uk/clarity](http://www.cds.co.uk/clarity)

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## What this booklet is about

The Government wants to make sure that disabled people and people with health conditions do the best they can and play a full part in **society**.

### Society

**Society** means all the people and all parts of life in this country. Being part of **society** can mean being accepted and having your views listened to. It can mean being able to live where you want to, vote for a government, or join a group. When people are accepted by others this makes a good **society**.

Having a job is a big part of playing a full part in **society**. If you have a job these things happen.

- You can earn enough money so that you do not need so much help and support from other people.
- You meet and talk to lots of other people.
- You feel better in both your body and your mind.



In Great Britain there are 11.5 million **working-age people** with a long-term health condition. Only around 6 out of every 10 **working-age people** with a long-term health condition have a job.

## Working-age people

In this booklet, these are people who are aged between 16 and 64-years-old.

In Great Britain, 6.5 million **working-age people** are said to be disabled under the **Equality Act 2010**. Only around 5 out of every 10 disabled **working-age people** have a job.

## Equality Act 2010

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



Some disabled people and people with health conditions cannot work. We will carry on helping these people by paying benefits and allowances, and giving them other help they need.

But many disabled people and people with health conditions who do not have a job are able to work. Or they would be able to work if they got the right support.

The Government is doing a lot to get more disabled people and people with health conditions into work. But we cannot sort out this problem alone.

We need everyone in **society** to work together to get more disabled people and people with health conditions into work.

# How we will help employers give more jobs to disabled people and people with health conditions

It is very important for **employers** to give jobs to more disabled people and people with health conditions.

## Employer / Employers

These are people or companies that pay other people to do work for them.

**Employers** can make things better by doing these things.

- Giving jobs to disabled people and people with health conditions.
- Helping people stay in their job when they get sick or get an **impairment**.



### 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.

- Supporting disabled people and people with health conditions to do well in their jobs and stay in their jobs for a long time.

To make it easier for **employers** to do this we want to do these things.

- Set up a **One Stop Shop** for **employers**.

### One Stop Shop

A **One Stop Shop** is where **employers** can get everything they need in just one place. They will be able to get help and advice about how to support disabled people and people with health conditions to get jobs and stay in work.

- Make a new **disability symbol** which **employers** will only get if they meet a very high standard.

### Disability symbol

**Employers** who want to use the **disability symbol** have to ask Jobcentre Plus if they can. If Jobcentre Plus decides they can use it, the **employer** can show it on job adverts and forms. This makes it clear the **employer** will work with disabled people and help them stay in work.

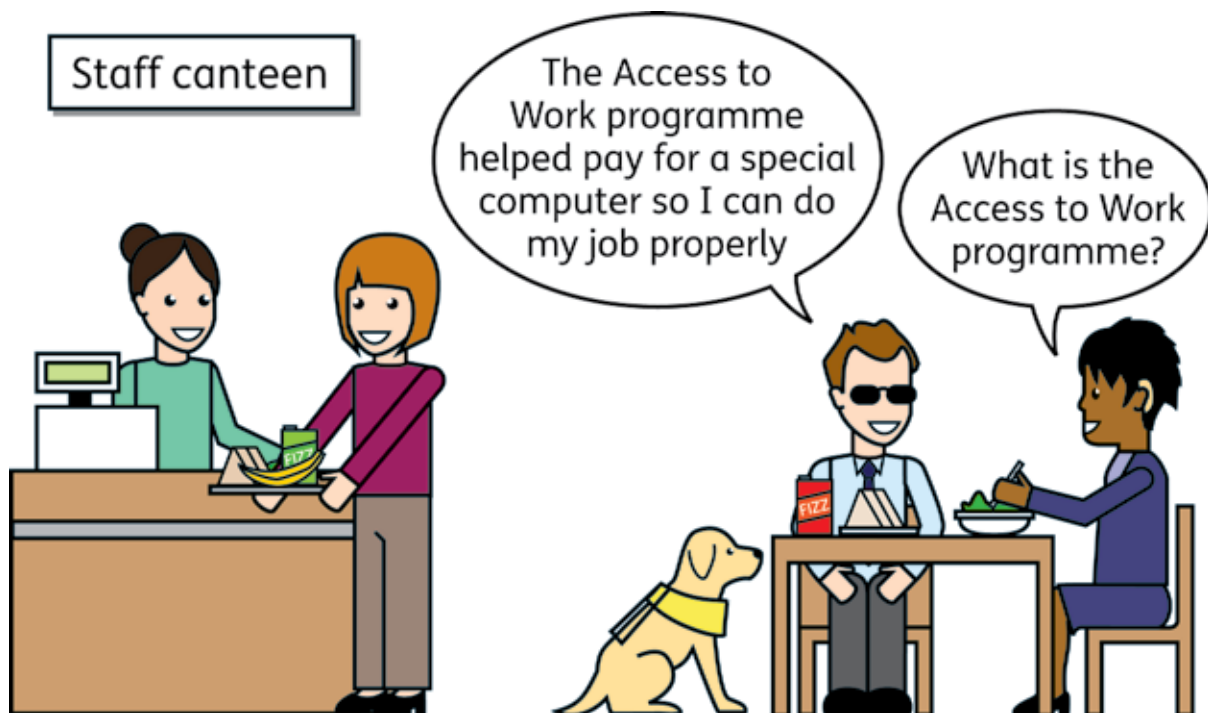
- Make the **Access to Work** programme better so that it meets the needs of people and **employers**.



## Access to Work

**Access to Work** gives advice and support to people whose disability or health condition affects how they do their job.

**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 equipment a disabled person might need to help them do their job.



- Start the **Health and Work Service**. This will let **employers** keep more people in work.

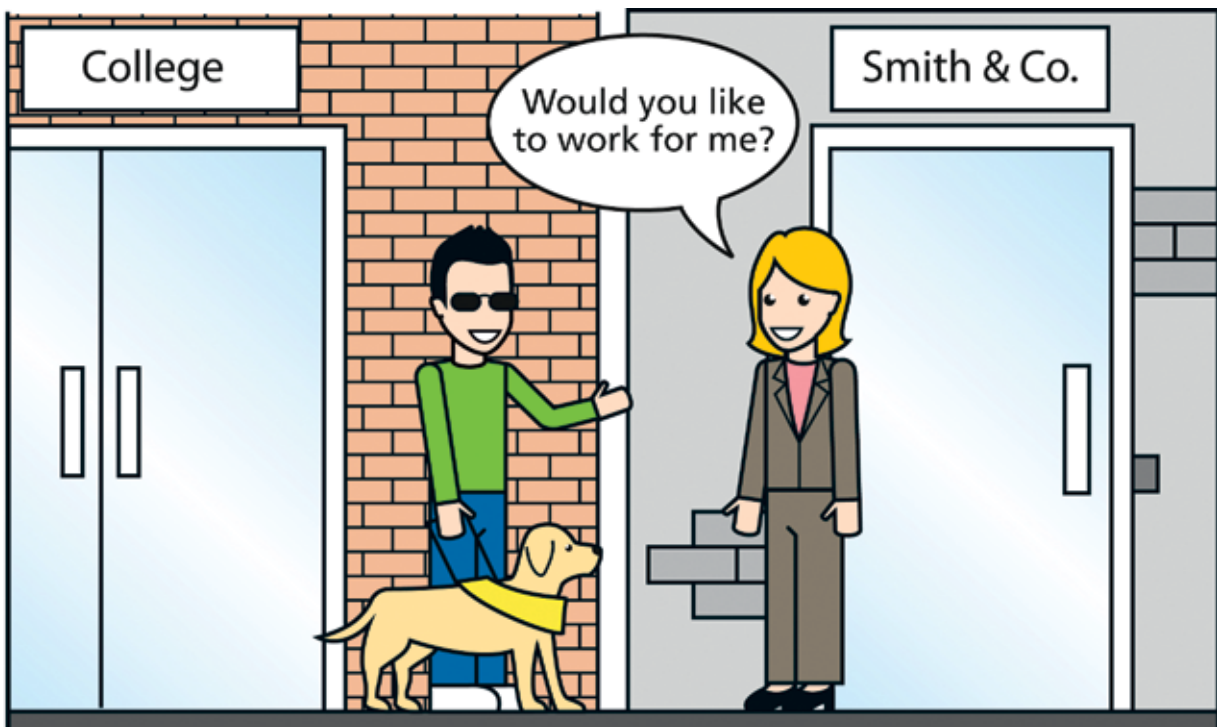
## Health and Work Service

This new service will make sure that workers, **employers** and doctors can get expert help and advice about health at work. This will help people get back to work after they have had time off work because of illness.

# How we will help young people move from education into work

Some young disabled people and young people with health conditions find it hard to move from school, college or university into a job.

We want to make it easier.



To do this we will do these things.

- We will help young people to aim higher when they are looking for jobs, so they go for the best job they can.
- We will get the people who teach and support young disabled people to give them more help. For example, giving high-quality help and advice about jobs they can do.
- We will make it easier for young disabled people and young people with health conditions to go to university or get training for a job.
- We will make sure that young disabled people and young people with health conditions have more chances of getting work experience. We will do this by working with disabled people's groups and charities, and by using the **Disability Confident campaign**.

### Disability Confident campaign

The Government is working with **employers** to get rid of **barriers** and make sure that disabled people have the chances to do the best they can.

### Barriers

These are things that make it harder for disabled people and people with health conditions to live like other people. For example, the ways other people think and act towards disabled people.

# The Gateway to services that will help disabled people and people with health conditions find a job

We have £350 million to help disabled people and people with health conditions find a job from April 2015 to March 2016. We need to make sure the money is spent properly. So we need to decide who gets what help. We want to help people in these ways.

- We will help everyone who has to look for a job or get ready to look for a job, if they need it.
- Some people might need extra help to find a job. This can be things like getting on to the internet or getting help from **Supported Employment**.

## Supported Employment

This is a scheme for disabled people and people with health conditions. It helps them get and keep a job. People can choose what work they do. They are helped to think about what they want from their job.



- We want to help the people who ask for help and support. This is because the way people think about work is very important. If people ask for help it means they want to work.

We want to set up a new way of deciding what support people get from us. This will be called the Gateway to employment services. Giving the right help and support to disabled people and people with health conditions will help them stay in work or go back to work.

The Gateway to employment services will put people into 3 groups.

- People who can look for a job on their own. These people will get the help we give everyone to find a job.
- People who need some help to look for a job. These people will get the help we give everyone. They may also get some extra help and support to find a job.
- People who may need a lot of extra help. These people will get extra help and support to find a job.

After disabled people and people with health conditions have gone through the Gateway to employment services, they will talk to an adviser.

The adviser will help the person work out what kind of job they should try to get and what their needs are. The adviser will help the person make an **action plan** so they can get the help and support they need to find the job they want.

### Action plan

This is a plan showing what needs doing to make something happen.



## The help for everyone to find a job

The help and support that people who claim Employment and Support Allowance get could be better. We are testing new ways to help more people find a job.

**Universal Credit** will make sure this help and support is worked out for each person. It will also make sure it is easier for people to get a job and that they will be better off if they get a job.

## Universal Credit

**Universal Credit** will help people who do not have a job or who do have a job but do not have enough money.

# Extra help for disabled people and people with health conditions to find a job

We want to keep making the extra help we give disabled people and people with health conditions better. We will do this by doing these things.

- We will give more choice to disabled people and people with health conditions. The help we give people will be made just for them. This will help people look after all parts of their lives for the whole of their life.
- We will have a group of experts who will help people in these ways.
  - They will help people find a job.
  - They will match the right job to the right person.
  - They will help people get ready to work.
  - They will help people and **employers** when the person has a job.

- We will use **Supported Employment**. This is high-quality help and support so the disabled person or person with a health condition can find, stay in and do well in a job.
- We will make sure we use projects and schemes in people's local area. This will make the help we give people better.
- We will give people clear, up-to-date information about the help and support they can get.
- We will get other people to share the things they know and give help and support to disabled people and people with health conditions. We will also get disabled people's groups **involved**.

### Involved / involving

Being **involved** is not the same as being asked. Being **involved** means playing a bigger part in planning, not just being asked about work done by other people.





# Helping people with mental health conditions to find a job

We need employment services and health services to work together. This will help more people with mental health conditions to get a job.

The Government has already set up new programmes, like the **Improving Access to Psychological Therapies programme**. We now want to find out more about what works best to help people with mental health conditions to go back to work.

## Improving Access to Psychological Therapies programme

This programme helps some people with mental health conditions get the right treatment more quickly.

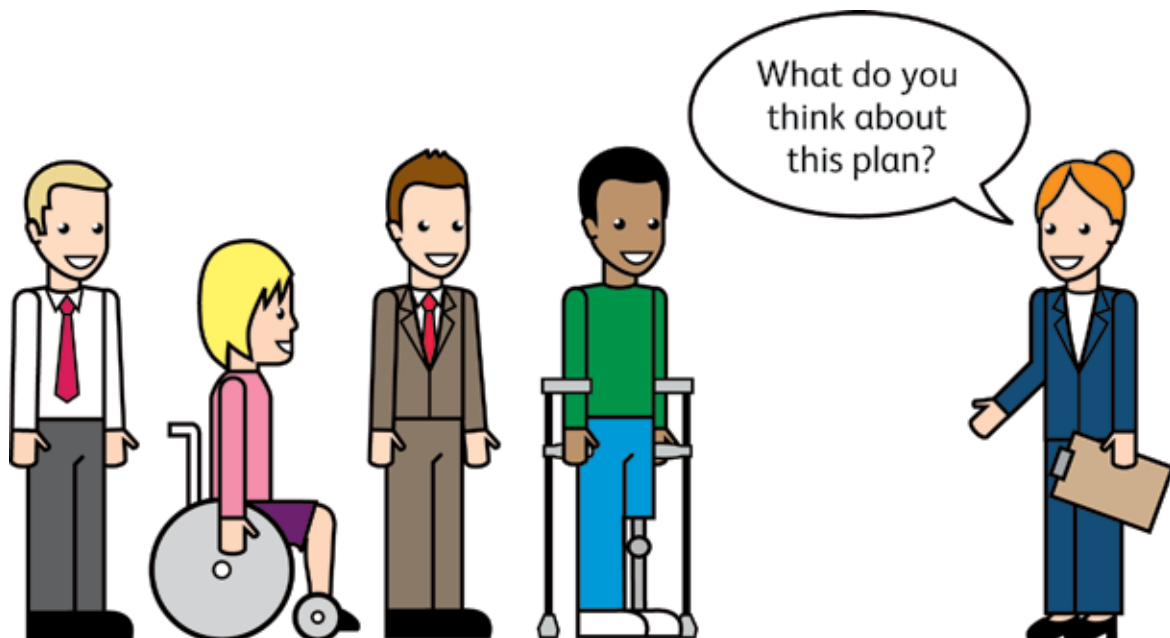
## What we will do next

While we were writing this booklet we talked to lots of people. This includes disabled people and people with health conditions. We also talked to groups who deal with mental health and jobs, young people and people who find it hard to get a job.

The things we have talked about in this booklet are an important change from the way we look at helping disabled people and people with health conditions find a job.

We are now working with people and **employers** to make sure we use the skills of disabled people and people with health conditions.

We will now do more work to figure out how our plans will work in detail.



We will write another booklet in 2014.

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# Word list

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