



The disability and health employment strategy – one year on

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

December 2014



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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What the Minister for Employment says

My name is Esther McVey and I am the Minister for Employment.

In December 2013 we wrote a booklet called The disability and health employment strategy – the discussion so far.



In that booklet I said that we wanted to help disabled people and people with health conditions to find, stay in and do well in a job.

It is now one year later and we are going to tell you what we have done.

There are 259,000 more disabled people in a job than one year ago. This means there are now more than 3 million disabled people with a job.

We want to keep helping disabled people and people with health conditions to find, stay in and do well in a job.

What the Minister for Disabled People says

My name is Mark Harper and I am the Minister for Disabled People.

I think it should be normal for disabled people to have a job. It should not be unusual.

In July 2013 we set up 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 government is now working with **employers** to do these things.

Employer / Employers

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

- Get rid of the **barriers** that stop employers giving disabled people a job.
- Help employers understand disabled people better.
- Make sure that disabled people have the chance to do the best they can and do the things they want to do.

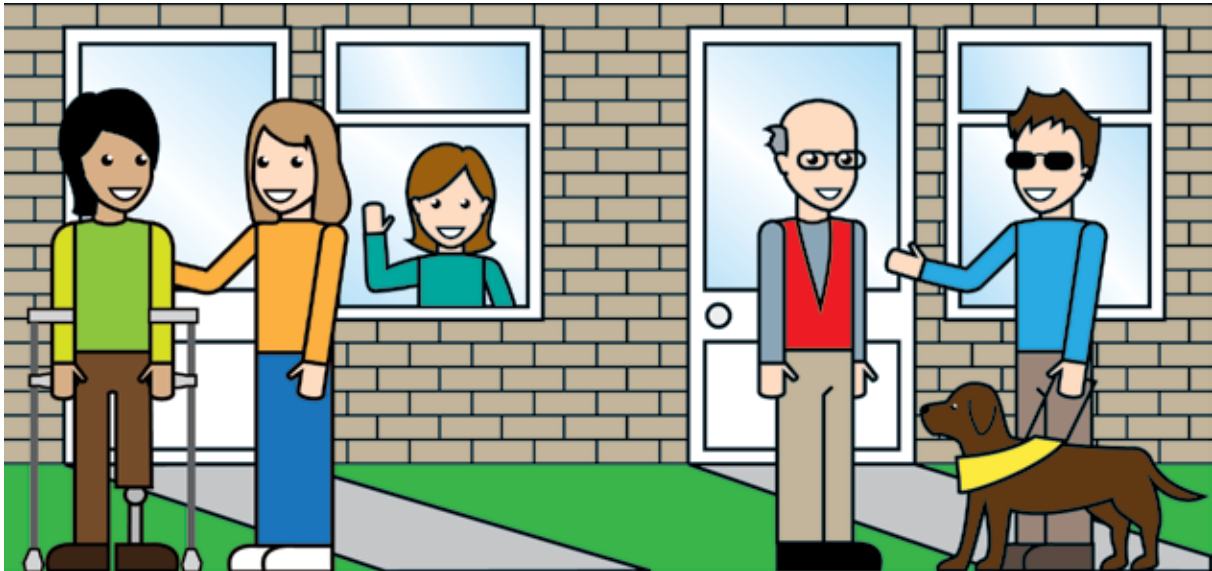


There is also a scheme called the **Accessible Britain Challenge**.

Accessible Britain Challenge

This scheme wants people and groups in the local area to work with disabled people to get rid of the **barriers** that stop disabled people taking part in their local area.

The **Accessible Britain Challenge** is coming up with new ideas to make the local area include everyone.



This country is a world leader in **disability rights**. Every year we spend £50 billion on help and support for disabled people.

Disability Rights

These are rights everyone should get. Some examples are the right to life and to be treated fairly and with respect.

Disabled people and work

There are nearly 11.5 million working-age people in Great Britain who have a disability or a health condition.

We want disabled people to be able to get a job because work is good for their health. Also, we do not want to miss out on what disabled people can add to the **economy**.

Economy

The economy is how much money the country has. It is made up of the goods and services in the country compared to how many people want to use or buy those goods and services.

In the last year we have done these things.

Work Choice, Work Programme and Jobcentre Plus have helped more disabled people get ready for work and find jobs.

Work Choice

This is support for disabled people to help them learn new skills and find out what it is like at work.

Work Programme

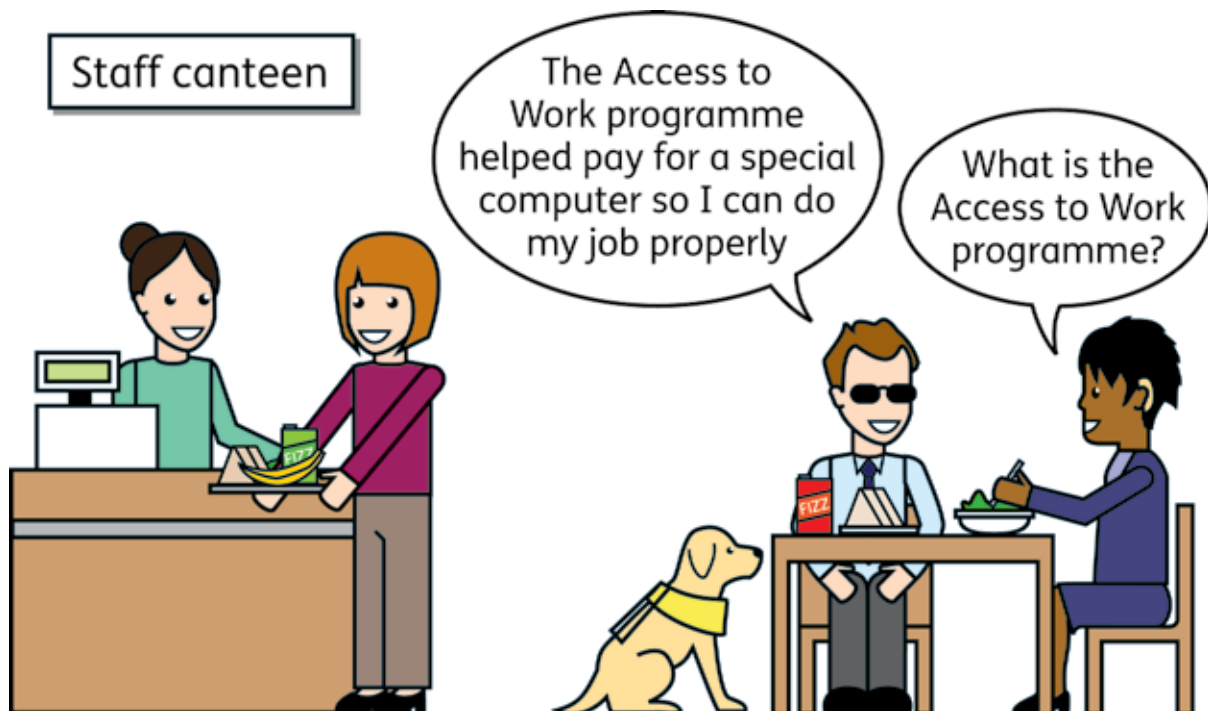
This gives support, work experience and training for up to 2 years to help people find and stay in a job.

When disabled people find a job they can use **Access to Work**.

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.



We have also set up new services, like the **Fit for Work** service.

Fit for Work service

This service gives all kinds of advice and support. For example, health services and advice about money, housing and help to stay in work.

There are 259,000 more disabled people in a job than one year ago.



The Disability Confident campaign

In July 2013 the Prime Minister started the **Disability Confident** campaign.

The **Disability Confident campaign** was set up to stop people thinking and saying bad things about disability and disabled people. It also lets people know about **equal opportunities**.

Equal opportunity or equal opportunities

This means having the same chances as everyone else to join in and live a full and happy life.

Using the **Disability Confident campaign** we have talked to more than 1,100 employers across Great Britain.



The **Disability Confident campaign** has also got other countries to set up the same sort of programme.

In this country, 1 out of every 20 people is disabled or has a health condition. The Prime Minister, David Cameron, said that we must not lose out on the talent and skills of these people.

Case study 1

Chris Kew is a training co-ordinator at Hands Free Computing Limited.

When he was 18, Chris had an accident that left him with brain injuries.

Chris found that his health condition was a **barrier** in other jobs.

But since he joined Hands Free Computing Limited 2 years ago Chris is very happy with the help and support he has had.

Aiming as high as you can

We have set up a number of programmes that will help disabled people to aim as high as they can.

For example, **Access to Work** now covers things that help disabled people get ready for work.

We have started the Young People's Portal. This gives help and support to young disabled people who are moving from school, college or university to getting a job.

We have filmed more than 50 people telling their stories to young disabled people. These people talk about what they want to do and how they have got past the **barriers** that were in their way.



We have started a new **job shadowing** programme. It has 100 places for young disabled people to take part.

Job shadowing

In this booklet, this is when a young disabled person is given the chance to follow someone around as they go through a normal day at work.

What we have done in the last year

Since 2013 we have put money into groups that have found it hard to get jobs.

We have set up new tools, services and funds for people with **hidden impairments**.

Hidden impairments

These are things like **autism**, attention deficit hyperactivity disorder, dyslexia, dyspraxia, dyscalculia, speech and language impairments and mental health issues.

As well as getting more disabled people a job, in the last year we have found jobs for more people with mental health issues. And we have also found jobs for more people with learning difficulties.

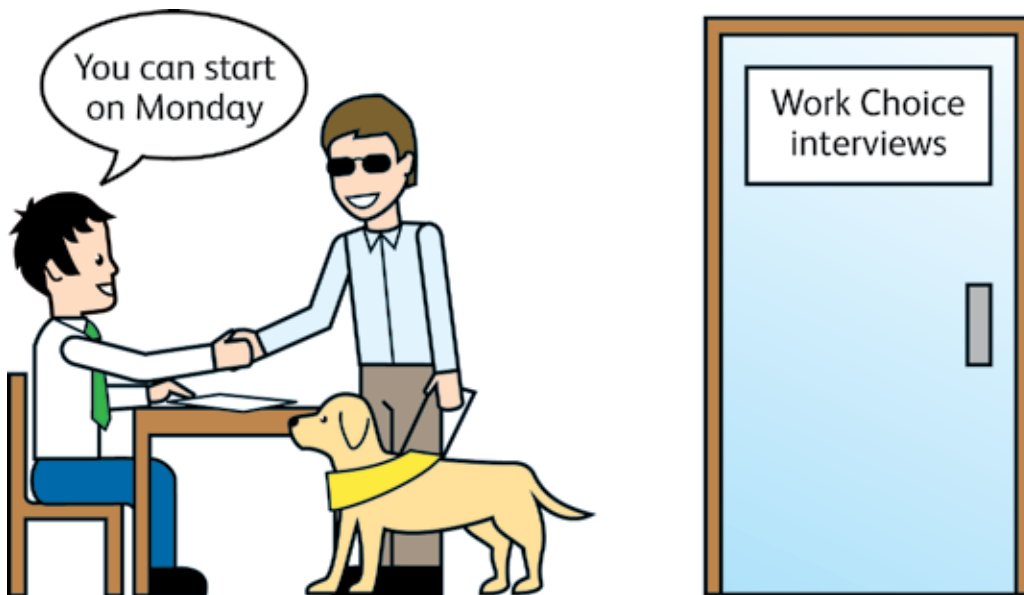
Getting ready for work

This government wants to help disabled people get a **mainstream job**.

Mainstream job

This is a job that is open to anyone and pays at least the minimum wage.

One way we do this is through **Work Choice**, which is a voluntary programme for disabled people.



We have also made the contracts with **Residential Training Colleges** last until September 2015. This will help some disabled people get a job.

Residential Training Colleges

These are places where people stay for up to 1 year to learn new skills to help them get a job. The Residential Training College takes care of the training, somewhere to stay and all food.

What we have done in the last year

We always want to make it easier for disabled people to get a job. We have tried some new things this year.

We are looking at new ways to help people with mental health issues find jobs using the Psychological Wellbeing and Work feasibility pilots.

We are also doing more to help people who are claiming the **Employment and Support Allowance**.

Employment and Support Allowance

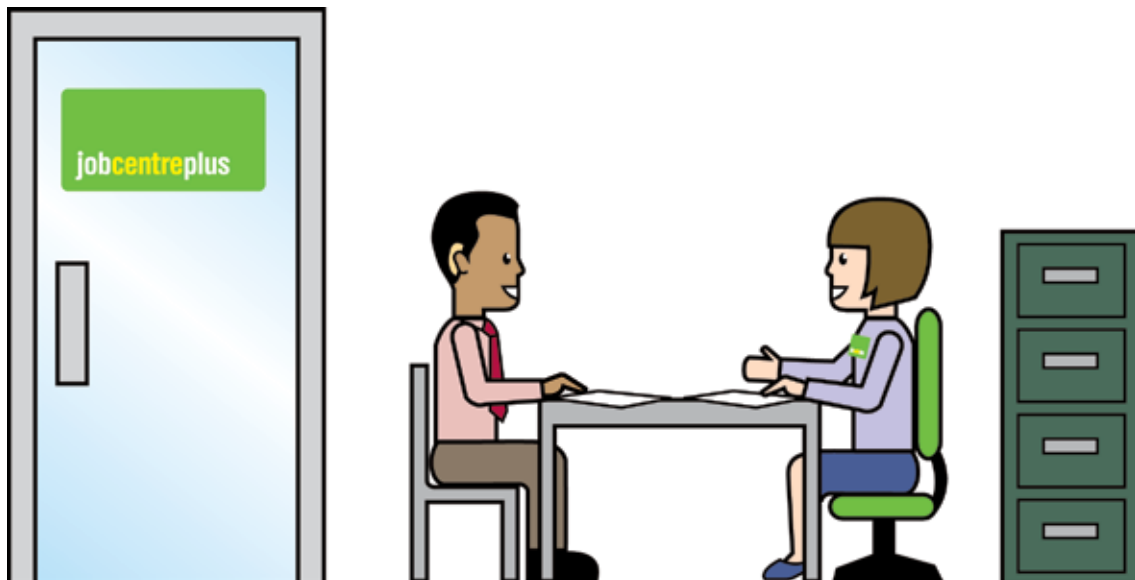
This is a benefit for disabled people and people who have a health condition. Most people will talk to a Jobcentre Plus worker who will help them get ready for work.

In 2015 we will start a new programme called Personalisation Pathfinders. This will have specialist advisers who will look at the needs of disabled people and work better with other local services. They will not just look at disabled people not having a job.

Finding a job

If a disabled person is ready to look for a job, the Department for Work and Pensions has disability employment advisers who can give help and support when it is needed.

Disability employment advisers are always looking to get better. We have just told them about the services that Disabled People's groups give people.



We have made the Hidden Impairments Toolkit better. This helps to support people with **hidden impairments**.

Disabled people can use the **Work Programme**. Around 2,700 disabled people every month get jobs through the **Work Programme**.

We are making a new Gateway. This will help people work out if they are able to search for jobs and look ahead to working.

Doing well in a job

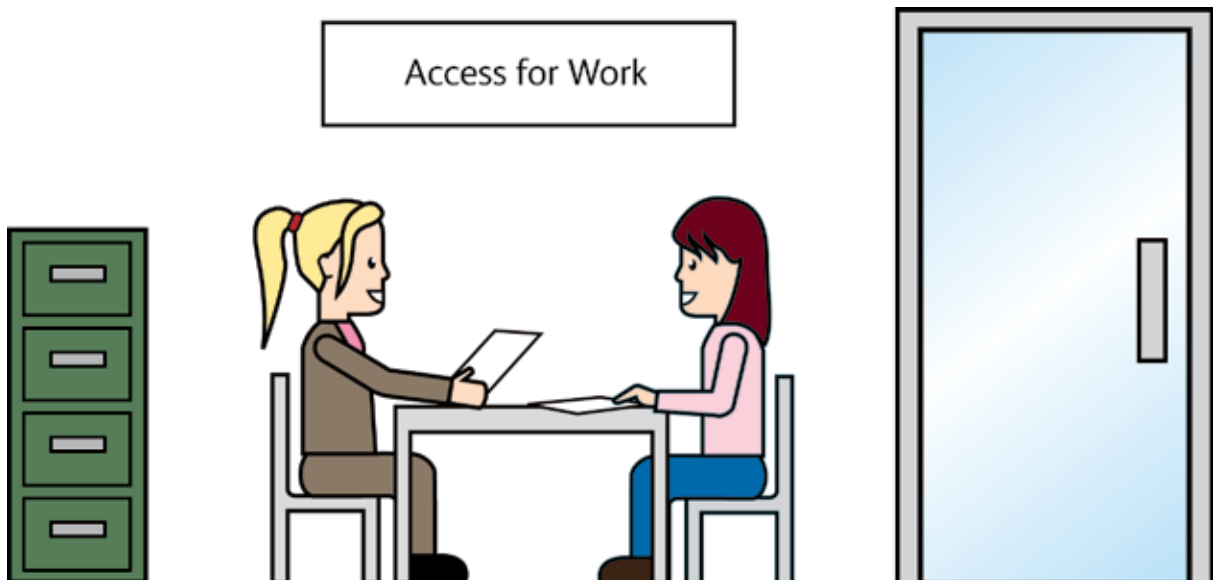
We must carry on supporting disabled people once they get a job.

Employers have to make changes to the way they work so that disabled people can easily do their job. But some disabled people need extra support.

Access to Work can pay for things like special equipment, extra travel costs and support workers.

Last year we spent more than £100 million to help more than 35,000 people start or stay in a job.

The government wants **Access to Work** to help more people. The government has spent more money helping people and the number of people being helped has gone up in the last year.



Case study 2

Pennie Hastings works as a Medical Technical Officer.

Pennie has Asperger's Syndrome which is a type of **autism**. She finds it hard to communicate.

Autism

An autistic person usually has a very good memory, but finds it hard to mix with and speak to other people. People with **autism** can also have trouble using their imagination. **Autism** is sometimes called autistic spectrum disorder.

Pennie was getting close to losing her job.

Pennie decided to try to use **Access to Work**.

Access to Work set up 3 awareness workshops to help the people Pennie works with understand Asperger's Syndrome.

Access to Work also set up disability awareness training for the people Pennie works with and to help with her communication issues.

Pennie is now doing much better at work after this support.

Other things we are doing

We are always working to make our service better.

In 2011 the Department for Work and Pensions set up a fund to support Disabled People's Groups, which are run by disabled people for disabled people.

The **Fit for Work service** will carry on giving advice and support to help people stay in or go back to a job.

Using the **Inclusive Technology Prize** we will help to make new products that will give disabled people **equal opportunities**.

Inclusive Technology Prize

The Inclusive Technology Prize aims to make new products that will improve or develop assistive living aids, adaptations, products and systems that will make a real difference to the lives of disabled people.

We started the **Accessible Britain Challenge** to help businesses take small steps that can make them more **accessible** for disabled people.

Accessible

This means making sure everyone can use something.
For example

- a building may need a ramp up to its doors and a lift for people who use a wheelchair.
- making a CD of someone reading this book for blind people.



The **Equality Challenge Unit** supports people who help disabled students to find jobs.

Equality Challenge Unit

The Equality Challenge Unit is a registered charity. It supports equality and diversity for staff and students in higher education.

Case study 3

Nigel Samuel has a hearing impairment.

Nigel works as a production technician at Fashion Enter.

Nigel retrained after the Remploy factory where he worked closed down.

Nigel really liked the training he had. He thought it was fantastic that he had gone back to the place where he had worked for so long. Nigel is now working with some new people and some people he has worked with before.

Word list

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

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