

Helping disabled people do the best they can
and take part in their local area

Making it happen – Action Plan



Easy Read

Important

This booklet is about helping disabled people do the best they can and take part in their local area. It tells you about our plan to make this happen

Green writing

In this Easy Read booklet we explain what some 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 word 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 word list.

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About this booklet

This booklet tells you about our action plan.

The action plan builds on things we have already told you about in other booklets. These booklets are called

- Making things better for disabled people.
- Disability equality by 2025 – What the government has done so far and what will happen next.

We also wrote booklets about how **independent living** could be made easier for disabled people.

Independent living or live independently

This means people having choice and control over the **care and support** services they need to live their lives the way they want to.



Care and support

Care and support are the services and other things that help people live full, independent, active and healthy lives.

We want the action plan to follow the **United Nations Convention on the Rights of Disabled People**.

United Nations Convention on the Rights of Disabled People

This is a list of rights that disabled people have. All the countries that use the Convention agree that disabled people should have these rights.



The full action plan shows these things.

- What we have done so far.
- Which Government Department will deal with any more work that is needed.
- Which part of the **United Nations Convention on the Rights of Disabled People** covers which part of the action plan.

The Government has looked at what it spends money on. We have put money into things that will help disabled people. Things like having **care and support**, and health services that work well together.

The London 2012 **Paralympic Games** changed things for disabled people. We want to make sure this carries on in all areas of life. The action plan shows how we will do this.

Paralympic Games

The **Paralympic Games** is a sports competition that disabled sports people from all over the world take part in. The **Paralympic Games** are held after the Olympic Games.

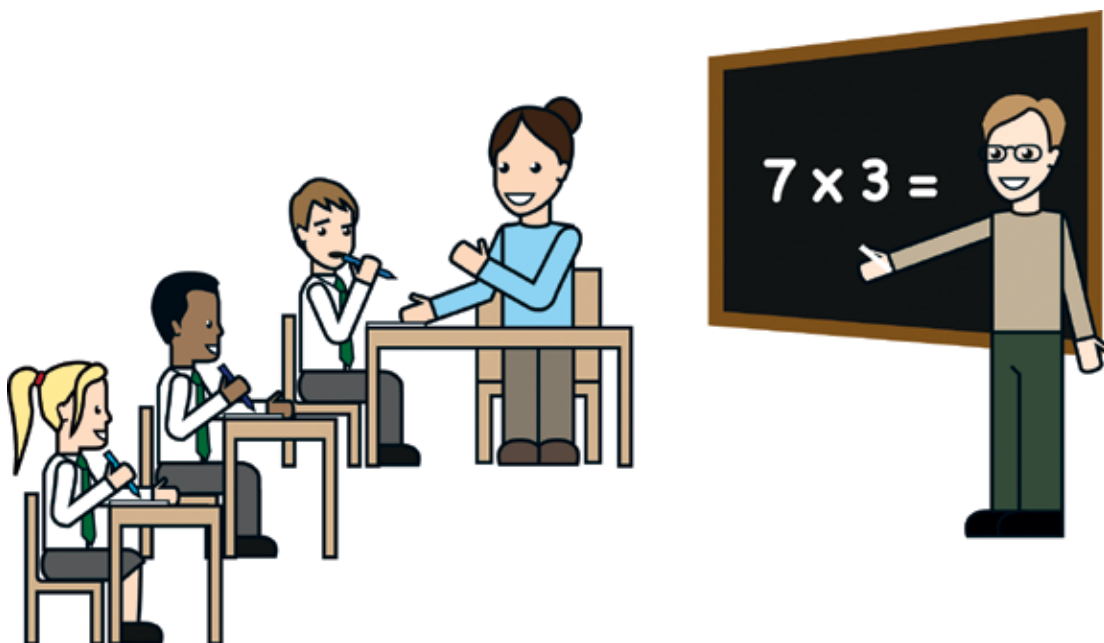


Learning in schools, colleges and universities

We will help disabled people to do the best they can when they are learning at school, college or university.

We will do this by doing these things.

- We will make the help we give children and young people with **special educational needs** or **impairments** better.



Special educational needs

A person with **special educational needs** may

- find it harder to learn than other people their age.
- face **barriers** that stop them going to school or college.

They may need extra or different help to learn or to be at school or college.

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.

Barriers

These are things that stop disabled people living like other people. **Barriers** include things like being treated unfairly and not getting enough help to do the things disabled people want.

We will do this by making new rules about how children with **special educational needs** are helped. We will also give parents a bigger choice of schools for their children to go to.

- We will make sure all our teachers know the best way to work with children and young people who are disabled or who have **special educational needs**.

Schools will put a lot of important information on their websites.

- We will work with schools to help disabled children and young people do the best they can.
- We will listen to what young disabled people think when we are making rules about learning in schools, colleges and universities.
- We will make it easier for young disabled people to get into universities.

Work

We will do things that help more disabled people have a job.

We will do this by doing these things.

- We are making a plan to set out ways to help disabled people to get and keep a job and to do well in their job.
- We are giving more money for the **Access to Work** scheme. We are letting more people use the scheme. We have made it easier for people to use the **Access to Work** scheme. And we are letting more people know about the **Access to Work** scheme.

Access to Work

Access to Work gives help and advice 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.

- We have set up the new **Universal Credit**.

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.

- This will also help disabled people who may need to stop and start work because of their **impairment** or health condition.
- We will make sure we have good ways to help young disabled people, older disabled people and disabled people from the army, navy or air force. We will also work to get rid of the **barriers** that stop people working.



- We will help people who used to work for Remply. We will help those people move into other jobs and take part in activities in their local area.



- We will make sure that disabled people get the help and advice they need. This includes these things.
 - A new **occupational health and work assessment**.

Occupational health and work assessment

This helps employers understand what they can do to help a person who has a health condition or **impairment** to do their job.

- This will also have a service that gives advice to disabled people.

- Flexible working hours, so people can work different hours if they need to.
- A service to help disabled people who work for themselves.
- We will make sure that disabled people in the civil service get the **reasonable adjustments** they need and that they do as well in their job as they can.

Reasonable adjustments

These are changes that employers, service providers and others may have to make 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.

- We will help more employers give jobs to disabled people.
- We will also look at training for people while they are in work.
- We will check if **work experience** helps disabled people.

Work experience

This is a short period of time that a person spends working somewhere so they can learn things like what it is like to work in an office or work outside.

- We will set up **supported internships** in colleges. These will be for young disabled people aged 16 to 25 or young people with **special educational needs**.

Supported internship

This is when a young person who has **special educational needs** or is disabled gets **work experience** that **involves** some kind of support.

- We will give disabled people more chances to take part and do well in training to do with work.
- We will get more disabled people to join **apprenticeships**.

Apprenticeships

This gives people the chance to get paid while they learn a job.



Money that people have coming in

We have changed the **benefits system**. We did this to make sure that people are better off in a job than getting benefits.

Benefits system

The **benefits system** gives money to people when they do not have enough money for housing or food. People with children and some people in low paid work can also get extra money, which is called **Tax Credits**.

The changes also get rid of the **barriers** to moving from benefits into work.

We will make sure disabled people get the help and advice they need to look after their money.

- The changes to the **benefits system** will make it fairer and easier to understand, and it will help disabled people better.
- **Universal Credit** will help people of working age. The **Personal Independence Payment** will help disabled people who need the most help to **live independently**.

Personal Independence Payment

This is a new benefit to help disabled people live full, active and independent lives. Disabled people who can get this benefit will get money to help them pay the extra costs of being disabled.

- We will keep helping **carers** by giving them a benefit called **carer's allowance**. And there will be extra money for **carers** in **Universal Credit**.

Carers

These are people who help disabled people to live their lives.



- We will give disabled people help and advice on the **Money Advice Website**.

Money Advice Website

This is a website that helps people look after their money.

- We may give extra money to disabled people who have homes that have had to be changed a lot.

Health and wellbeing

We will help people to make sure they can look after their **health and wellbeing**.

Health and wellbeing

This is how a person is feeling. It includes a person's body and mind.

We will do this by doing these things.

- We have a new law called the Health and Social Care Act. This will make sure that everyone gets the health care they need.
- We will **involve** local disabled people when we are choosing **health and care services**.

Involved

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

Health and care services

These are the services people get that help them look after their health and **live independently**.

- We will do more to help people to have good mental health. We will stop people with **mental health conditions** being treated badly.

Mental health condition

These are feelings that make people feel unhappy or behave in a way that has a bad effect on the way they want to live their lives. These difficulties are caused by many different things.



- We want to get better health for disabled children and young people. This will be good for them and their families. We also want to help stop problems happening with children's health as they grow.
- We will make sure that children with many **special educational needs** get the health care they need.

- We will make it easier for children and young people to use and get help from **educational psychologists**.

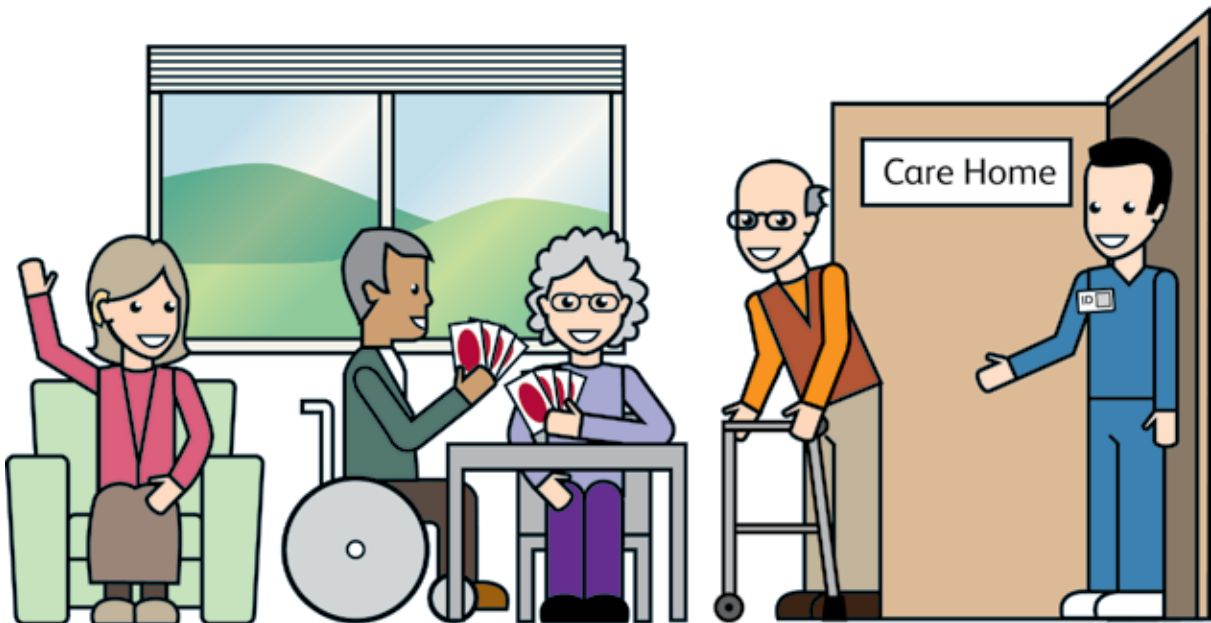
Educational psychologists

These are experts in how children learn and develop. They give a wide range of help to children with **special educational needs** or disabilities, and their families.

- We will make it easier for people who live in **care homes** to get the help they need to be healthy. We will help people who want to stay in their own homes.

Care homes

These are places where people go to live when they cannot get the help they need to live in their own home. Sometimes they are called residential or nursing homes.



- We want **health and care services** to meet the needs of these people.
 - People who have pain that has lasted for a long time.
 - People with learning disabilities.
 - People with **autism**.

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.

- People who cannot hear properly.
- We will make the lives of people who have **dementia** better.

Dementia

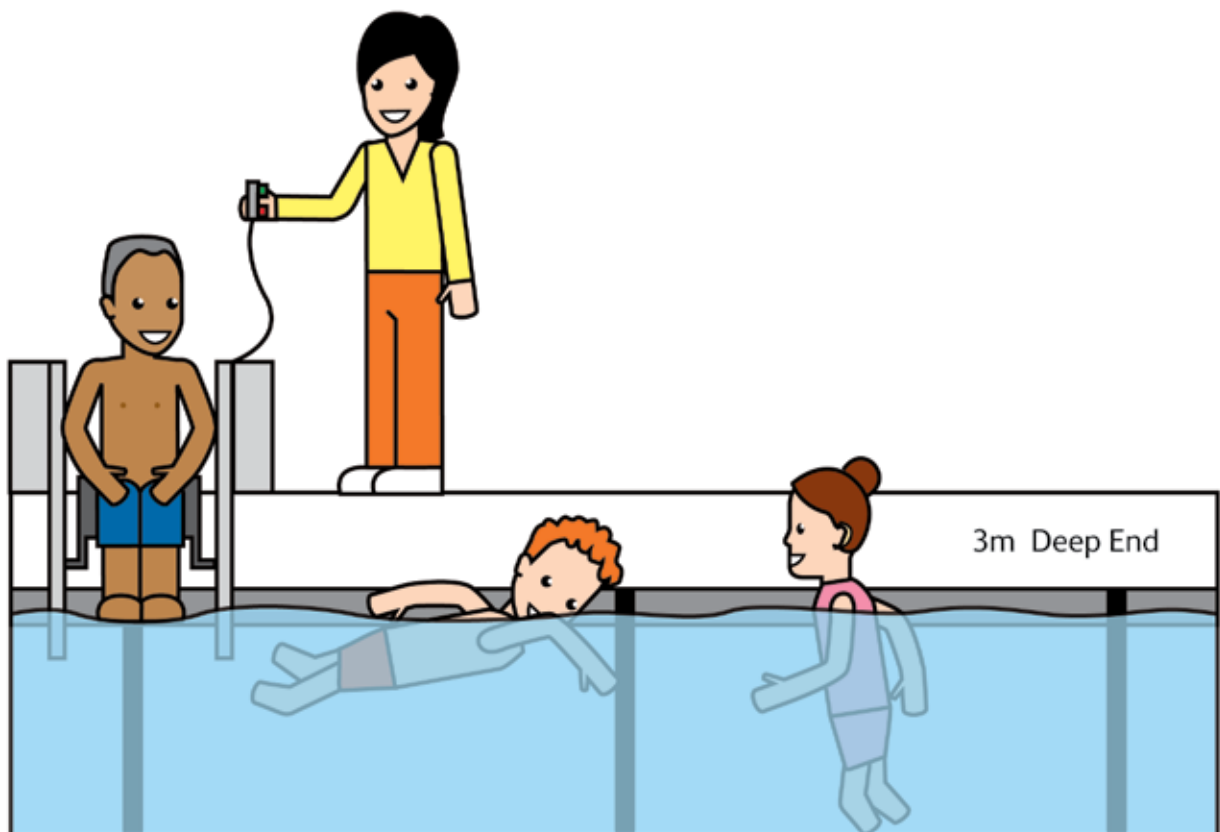
This is a group of diseases that affect the brain. People with **dementia** can forget things and find it hard to think.

Choice and control

We want disabled people to **live independently**. We will help them do this by giving disabled people the same choice and control over their lives as non-disabled people.

To help disabled people **live independently** we will do these things.

- Change the way disabled people get **care and support**. We want disabled people to have good health and to **live independently**.



- We want groups and organisations to help find ways to stop people becoming ill.

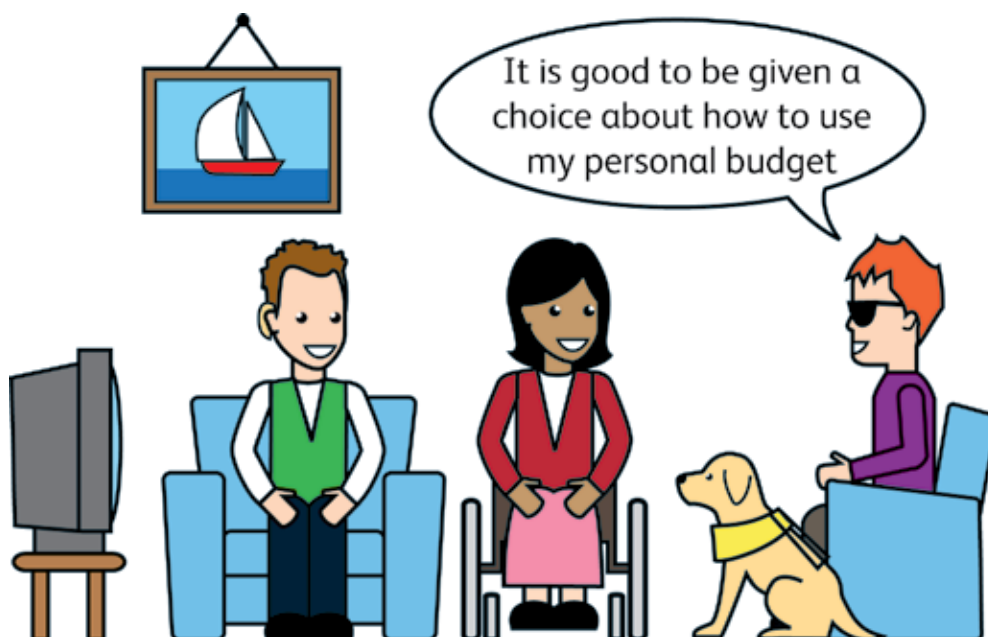
- We want groups and organisations who give **care and support** services to disabled people to work together.
- We want to change the law so that all disabled people get a **personal budget**. We also want to set up a way of paying **care homes** by **direct payment**.

Personal budget

This tells a disabled person how much money they can spend on their **care and support** services. It also shows how it was worked out.

Direct payment

This is when a disabled person gets money so that they can pay for their own support services instead of getting their support services from their council.



- We want to change the way people get **care and support** so that it is really clear.
- We want disabled people to have a say about what goes on in their local area. We want to stop things that make disabled people feel bad or take away their choices.
- We want to make it easier for disabled people to get the best advice and **advocacy**.

Advocacy

Advocacy is about helping disabled people speak up for what they want. For example, **advocacy** helps children and young people to speak up for themselves and their rights.



- We will check to see how the **Equality Duty** is working in the **public sector**.

Equality Duty

This is a law for the **public sector** telling them they must think about how they can make sure their work helps to get equality. For example, in their services, through their jobs, and through the money they spend.

Public sector

These are groups that provide services and are run by the government. This includes most schools, most hospitals and local councils.

- We will check to see if the way people's **care and support** needs are worked out is being done properly.



- We will check to see if the way the **special educational needs assessment** is done is working properly.

Special educational needs assessment

This is a set of questions to find out whether a child needs extra help. The local authority gets advice from teachers, health workers and social care workers.

- We will check to see if the **Education, Health and Care Plan** is working properly.

Education, Health and Care Plan

This is a plan for a child's education, health services, social care services and employment. It will mean everyone knows how they should help the child.

Taking part in local communities

We want to make **communities** that disabled people can join in with and feel part of.

Community or communities

This means the people, schools, shops and companies in the local area. Good **communities** are places where people join in and do things together to make their area a good place to live.

We are working to find out what kind of **community** disabled people would feel a part of.

Housing

- We will build more houses for disabled people that they can easily use.



- We will give disabled people more help so that they can **live independently** in their own homes.

Transport

- We will make it easier for disabled people to use **public transport**.

Public transport

This is any kind of transport that can be used by the public. For example, buses, trains, trams, ferries and aeroplanes.

Taking part in the local community

- We want to help disabled people to take part in their local **communities**.
- We will bring together disabled people's groups and groups from the **public sector**, the **private sector** and the **voluntary sector**. These groups will work together to do things that make a difference to the lives of disabled people.

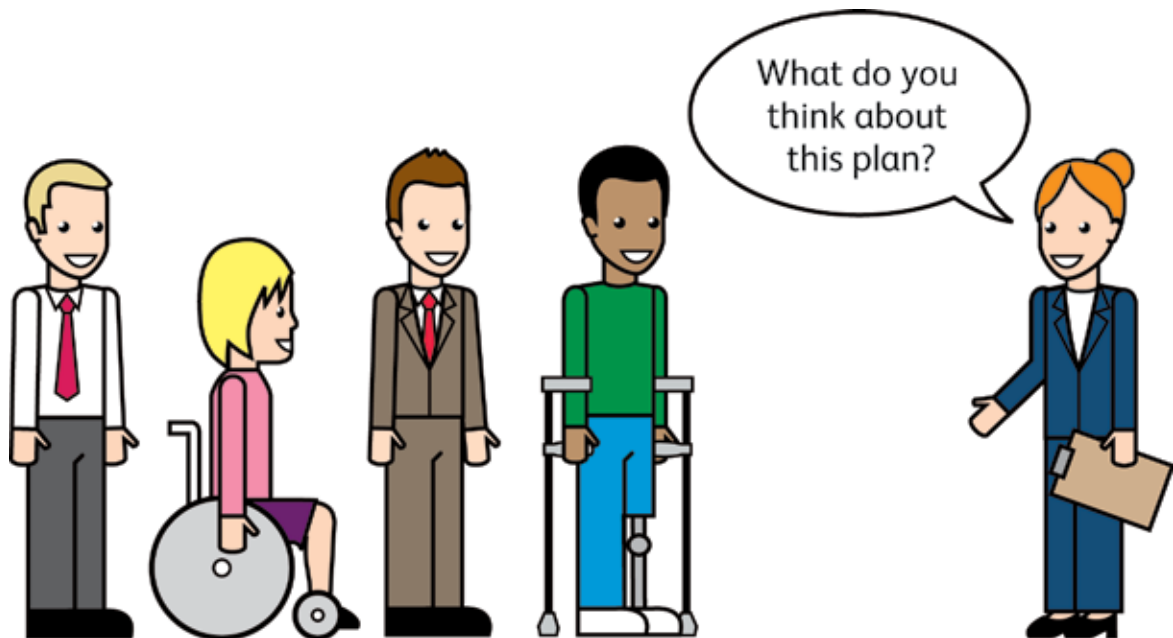
Private sector

These are businesses and groups that are run by people or groups and that make money out of their work.

Voluntary sector

These are groups outside government that do not make money out of their work. Examples are **community** groups, voluntary groups, charities, co-operatives and housing associations.

- We will listen to what disabled people, and those people and groups who help them, think about our plans.



- We will give better help to disabled people who are, or have been, in prison.
- We will help disabled people get more skills.
- We will help more disabled people, including people with **mental health conditions** to have top jobs.
- We will help disabled people take part in what is happening in their local **community**.
- We will help disabled people's groups to become stronger.
- We will help groups, like disabled people's groups and charities, to work with groups from the **public sector**.

- We will make sure there are ways disabled people can get **involved** in **society** and take part in things they want to do in their **community**.

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, vote for a government, or join a group. When people are accepted by others this makes a good **society**.

- We will help more disabled people to take part in sports. We will do more for our disabled athletes who will take part in the **Paralympic Games** in Rio de Janeiro in Brazil in 2016.
- We will help disabled **tourists** to have a good time.

Tourist

This is someone who is visiting a place where they do not live.



Friends and family

- We will give help and advice to parents of disabled children. We will also give more training to people who work with children and families.
- We will help local councils to offer short breaks to families with disabled children.
- We will have better information for disabled people about what kind of help they can get.
- We will give **carers** the help they need.

Information and using information

- We will have better information on the internet about the help disabled people can get.
- We will make it easier for deaf people, people who are hard of hearing and people who have **hidden impairments** to get the information they need.

Hidden impairment

A **hidden impairment** is a disability or health condition that other people cannot see. This is things like **autism**, finding it hard to speak, finding it hard to read and write and finding it hard to think properly.

- We will help disabled people take a stand against rules that make problems. And if groups or businesses are not working well together we will help disabled people tell someone.

- We will help everyone understand how important it is that everyone can use and have the help and information they need.
- We will use things like the internet and mobile phones to give information to people. If people cannot use these things, we will give the information in another way.

The way people think and act

- The **Paralympic Games** helped people to think about disabled people in a good way. It also helped to make **public transport** easier to use and it got more disabled people taking part in their local **communities**. We want to have more big sporting events to help this carry on.



- We want the **media** to show good stories about disabled people. We also want more disabled people to work in the **media**.

Media

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

- We will change the way people think and act towards people with **mental health conditions**. We also want to stop **discrimination** towards people with **mental health conditions**.

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.



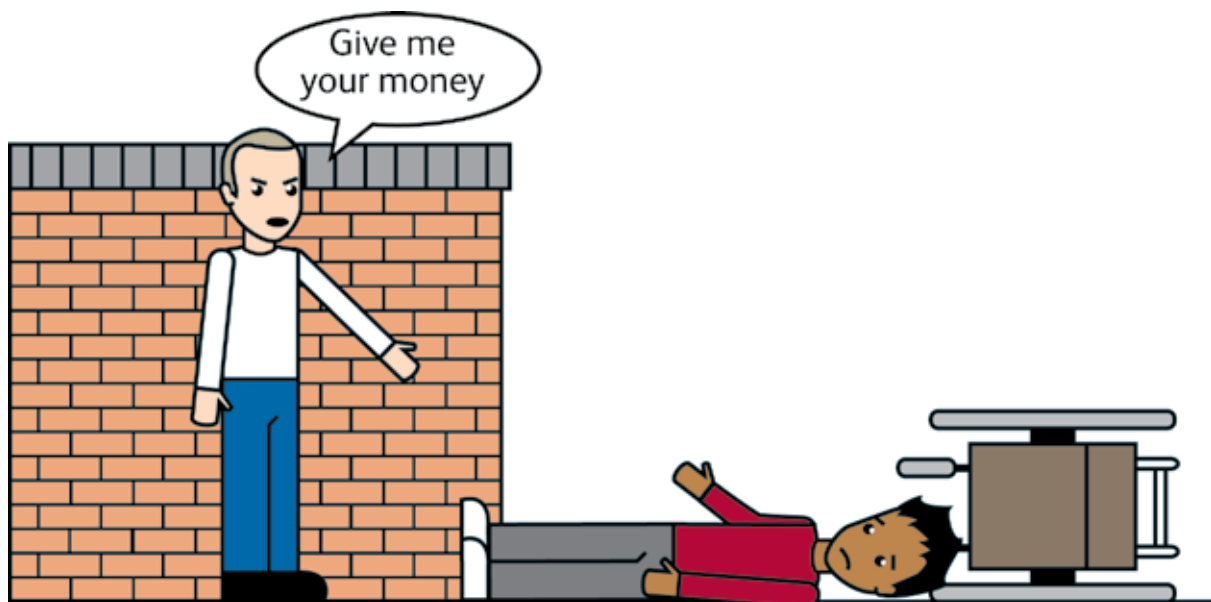
- We will make sure that all **public sector** workers who deal with the public get training about disability. We will help employers so they understand about disability in the workplace.

- We will deal with **disability hate crime** by doing these things.
 - Talking to schoolchildren so they think and act towards disabled people in a good way.
 - Giving more training to police officers.
 - Changing the rules so that if someone kills a person because they are disabled they will go to prison for a longer time.

Disability hate crime

If a person breaks the law because they do not like disabled people that is a **disability hate crime**.

- We will give help, information and advice to disabled people who are **discriminated** against, or are victims of a crime.



Checking how this plan is working

The Department for Work and Pensions will check how this plan is working. We will ask disabled people what they think and listen to their answers.

We will say when things are moving forward. We will also say when more needs to be done.

Sharing details with other countries

This plan aims to help us meet the rules in the **United Nations Convention on the Rights of Disabled People**.

We will share the things we find out and our best ways of working with other countries.

We will look at the way other countries work and will think about them when we are looking at the way we work.

Word list

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Access to Work gives help and advice to people whose disability or health 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.9

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More information

You can get more information or look at the full report about helping disabled people do the best they can on our website at www.odi.gov.uk/fulfilling-potential

ISBN: 978-1-78153-607-0

Produced by the Office for Disability Issues

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Produced in the UK, July 2013