



Department
for Work &
Pensions



Supporting disabled people to work

Changing the Disability Confident Scheme to make it better



About this easy read



This is the easy read of a bigger plan by the UK Government.

It is about supporting disabled people to work.



It tells you about the main things in the bigger plan.



You do not have to read this easy read all at once if you don't want to.

You can stop if you need to or just read the bits you want to.

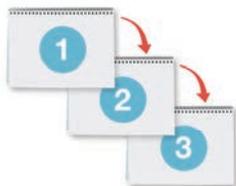


You could ask someone to help you read it if you need to.

What is in this booklet



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Supporting disabled people to work



Lots of disabled people and people with a **health condition** want to work.



A **health condition** is a problem that affects your body. Things like having a bad back, pain, problems with your heart or your breathing.



Or it could be to do with your **mental health**. **Mental health** is things like your thoughts, feelings and how you cope in everyday life.



But it can be hard for disabled people and people with a health condition to find jobs.



And if people do have a job, they might need some support to work.



Your employer is the person or place you work for.

Employers can do different things to support people to work.



1 thing they can do is join the **Disability Confident Scheme.**

The **Disability Confident Scheme** helps employers to:



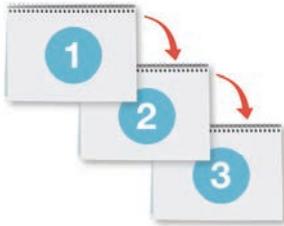
- Support disabled people to get into work

and



- Support disabled people to stay in work.

About the Disability Confident Scheme



There are 3 levels employers can work on in the scheme.



Level 1

Level 1 says you are going to support disabled people.



Level 2

Level 2 says you are good at supporting disabled people.



Level 3

Level 3 says you are a leader in supporting disabled people. This means you support people in the best way.



Other services can look at how you do things. Then they can try and do the same things.

Level 1

Employers start at level 1.

- Level 1
- Level 2
- Level 3

They must finish each level before they move onto the next one.



At each level, employers must check they are doing the right things to support people.



Employers do not have to join the scheme.



But if they do, it shows they know how to support disabled people.

How things are now



We spoke to lots of people about the Disability Confident Scheme.



They told us it does not work well at the moment.



People told us things like:

- Employers find it hard to know what they should do at each level.

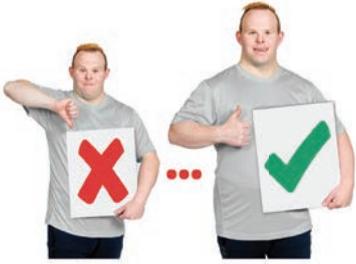


- Being in the scheme does not always mean that people get good support.



- Nobody checks to see if employers are doing the right things at each level.

About our plan



We want to make the Disability Confident Scheme better.



We want people to trust the scheme and know it works well.



And we want more disabled people to get the support they need to work.



We have written this new plan. It says what we want to work on. And when we will work on it.



There are 4 important things we want to do.

Important thing 1: Update the levels



We will make the levels clearer and easier to follow.



Employers will know what they need to do at each level.



It will help different employers to support people in the same way.



We will work together with employers and other people. We will make a new check for each level.



Employers will have to show they are doing the right things to pass the checks.

Important thing 2: Give more support to employers



We will help more employers to support disabled people at work.



There will be more support for smaller organisations.

Important thing 3: Put disabled people first



We will listen to what disabled people tell us. It will help us to see what works best.



We will use the things they tell us to make the scheme better.



This will help more people to stay in work and feel included.

Important thing 4: Work closely together with employers



We will help employers to share ideas about what works well.



We will help them to find more support and advice if they need it.



We will help employers to keep getting better at supporting disabled people.

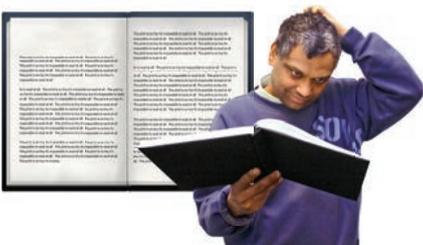


We will help employers to understand that people are disabled by the world around them.

Things are not set up in the right way for some people to do well.



Employers will check if it is how they ask people to do a job that is the problem.



A person might find it hard to read a lot of words on a page.



An employer might think a person cannot read because they are disabled.



But a good employer will think what can they do so the person can understand it.



This might be getting a computer to read it out loud.



We will link this work with other plans by the Government.

When we will make the changes

By January 2026:

We will finish planning the changes to the scheme. This includes the updates to the levels.



We will talk to people who will be affected by the changes.



By June 2026:

We will ask people to test the new scheme.



We will find out about what training managers might need.



We will think about how we will know if the changes are working.



By October 2026:



We will talk to the people who tested the new scheme. We will find out if it works well or if anything needs to change.



We will use the things people tell us to make it better.



By November 2026:

We will get ready to tell people about the new scheme.



We will write lots of new information.



We will make sure this information is in ways that are easy for people to understand.



We will write some new **guidance** for employers. **Guidance** is like rules that employers should follow.



It will help them to know how to do the things in all of the levels.



We are thinking about a new way to help employers to:



- Check how well they are doing at supporting disabled people now.



- Work out what things they need to work on.



- Decide what changes to make first.



It will help employers to get more help and information.



In December 2026:

Employers will be able to start using the new scheme.



We will keep checking how the scheme is doing.

Involving people

We will ask lots of people to help us with the changes:



- Employers who already use the Disability Confident Scheme.



- Local Councils and UK Governments.



- Employers.



- People who lead organisations. This is disabled people who run an organisation too.



This will help us to make sure the scheme works well for everyone.

How we will know the changes are working



More people will know about the Disability Confident Scheme.



People will trust the scheme.
Employers and disabled people will think it is fair.



More employers will join the scheme.



More disabled people will be in work.



Workplaces will be fairer and more welcoming for everyone.