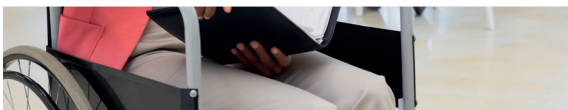
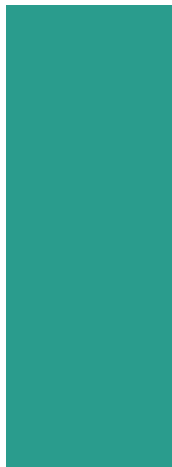
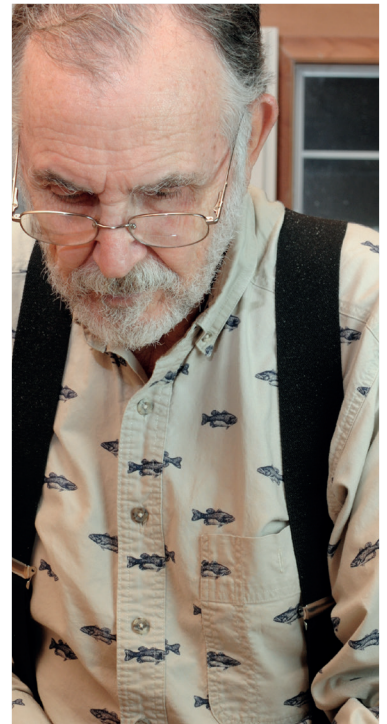
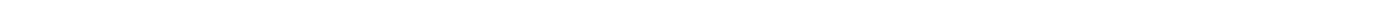

A FAIRER SCOTLAND FOR DISABLED PEOPLE








**Progress and Next Steps Towards
Fairer Employment Prospects for
Disabled People**



**One
Scotland**
Scottish
Government



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Foreword



Disabled people make a significant contribution to Scottish society, bringing talent, diversity and richness to our communities. However for too long, many disabled individuals, have been held back from moving into sustainable work; limiting their ability to contribute fully to our economy.

This is why, in 2016, this Government published *A Fairer Scotland for Disabled People*, in which we committed to implementing a broad range of actions to reduce barriers, tackle inequalities and help disabled people secure equal enjoyment of the rights which we all take for granted. Central to this commitment, is our goal to at least halve the Disability Employment Gap, which has remained stubbornly high through the decades.

When we set this goal we knew that it was ambitious. And that it would require an **All-Scotland** approach, using all of the devolved levers at the Scottish Government's disposal, and the combined efforts of our partner organisations, Scotland's employers and the public sector.

To that end, I have been pleased to see the good work going on at the local level to help improve the lives of disabled people. I have had the good fortune of being able to visit many of Scotland's employers over the past few years, and have seen first-hand the benefits that having a diverse workforce makes to an organisation.

We know that disabled people, their organisations, employers and other partners have the ideas and commitment needed to reduce the Disability Employment Gap. Over the past year, we have had many conversations and they will have a direct impact on our Action Plan, which will be published this Autumn and will set out our approach to halving the Disability Employment Gap.

This pamphlet is a continuation of that conversation. It is vital to that we hear your thoughts and views on how we reduce the employment gap.



We have now launched a consultation on how to improve disabled employment rates within the public sector and will continue to work with our partners to set targets towards halving the Disability Employment Gap.

Furthermore, as a Government we will continue to make the case that decisions regarding employment law, social security and disabled people's rights are best made by those that live in Scotland and argue for further devolution of these remaining powers to Scotland.

However, the work starts here and now. Throughout this pamphlet you will read of real world examples of individuals who have been personally affected by the work of the Scottish Government and our partners. Their stories are a testament to Scotland's determination to end inequalities in Scottish society, and we look forward to working with you to do so.

Jamie Hepburn

Minister for Employability and Training



Main Health Problem Employment rate

42.8%

Disabled Employment Rate

80.2%

Non-Disabled Employment Rate

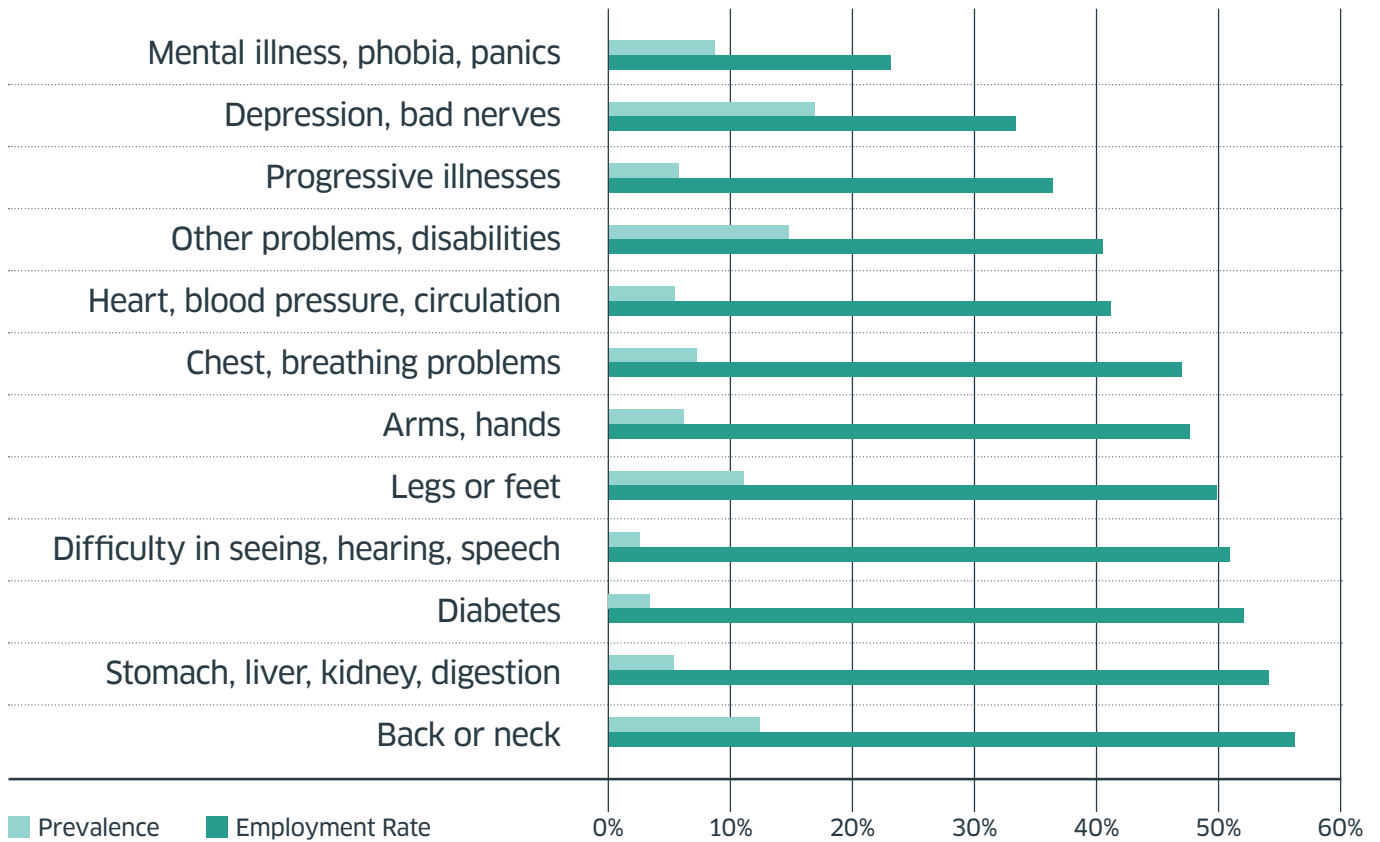
To halve the gap, increase the Disabled Employment Rate to:
61.5% (an increase of 18.7%)

up to 3.5% annual increase
 in real GDP if we get an extra
121k people into jobs

This is important to us all because:
1 in 5 scots have a disability,
 or a long term health condition.

The average age of an **individual**
 acquiring their first disability is **57,**
 and our workforce is ageing.

Some groups are more likely to be in employment than others:



A Fairer Scotland for Disabled People

The Scottish Government is focused on delivering the actions set out in our 2016 publication “A Fairer Scotland for Disabled People”. That document contained 23 employability actions, eight of which have been completed as of today.

23 Total Employability Actions

8 Completed

15 In progress

We must do more to ensure that as many people as possible benefit from work; not only in terms of income and maximising our workforce, but also from the self-worth and social benefits that can come from employment.

Our aligned strategies

2011

Scottish Strategy for Autism, published by the Scottish Government.

2013

The Keys to Life, Scotland’s Learning Disability strategy.

2016

A Fairer Scotland for Disabled People, the Scottish Government commits to halving the DEG.

2018

Child Poverty Strategy is published, with deep links to Disability Employment.

Progress

Disabled people should enjoy full participation with an adequate income to participate in learning, in education, voluntary work or paid employment and retirement.

As a government, our role is to use whatever levers we can to support this.

Since the publication of the Disability Action Plan in late 2016 we have delivered:

- **Fair Start Scotland**, Scotland's voluntary devolved employment support service, which went live on 3 April this year. We aim to support at least 38,000 people to find and retain employment, and like all of Scotland's devolved social security programme, is based on the principles of dignity, fairness and respect.
- **Work First Scotland and Work Able Scotland**, are helping at least 4,800 disabled people and those with long-term health conditions referred to those programmes over 2017-18
- **A disability and employment marketing campaign**, during the summer of 2017 which highlighted the benefits of employing disabled staff to Scotland's small and medium sized businesses.

Vehicle maintenance apprentice Shane, who has been diagnosed with dyslexia, works with Lerwick-based DFDS Shetland Transport and says that his Modern Apprenticeship has been a great opportunity for him.

Shane said: "I get a lot of satisfaction through my apprenticeship; seeing an engine that I've diagnosed then repaired and that it's doing what it's meant to be doing... I find it really satisfying."

Shane Johnson
Modern Apprentice

Using our powers to ensure disabled people are treated with dignity, fairness and respect.

2010 - Present

The Scottish Government has spent £100million per year to mitigate the worst of the UK Government's cuts, which disproportionately affect disabled people.

2016

The Scottish Parliament receives some powers over Social Security, work begins to build a Social Security system based on Dignity, Fairness and Respect.

2016

The passage of the Carers (Scotland) Act 2016, designed to support carers' wellbeing and make caring more sustainable.

- **Increased Modern Apprenticeship Funding** for young disabled people, doubling the percentage of new modern apprentices reporting an impairment, health condition or learning difficulty.
- **Progress towards a Single Health and Work Gateway in Dundee and Fife**, which from Summer 2018 will pilot new solutions to improve employment outcomes for disabled people and people with health conditions.
- **Increased funding for the Workplace Equality Fund** which will deliver employer led solutions to overcoming workforce and workplace inequality.

Alistair has autism and was referred through his workcoach at his local job centre. Alistair had been applying for many jobs in admin/ data input roles but was not hearing back from employers. This was starting to get him stressed and feeling down. He signed up to Work First Scotland (WFS) to get some support with filling out application forms and looking in to different vacancies.

Alistair is very well educated with a BA degree in social science (history and sociology) and a post graduate diploma in information management. He was meeting all of the criteria for vacancies but feels his application forms or interview skills were letting him down.

Over a few weeks, Alistair practiced interview skills with his WFS advisor and was given tips on how to interact with employers. His advisor made contact with a company that she had previously engaged with. The company had a vacancy for a Data Input Administrator. Alistair was offered a 4 day work trial. This put him at ease and let him try out the job before he committed to anything. It also let the employer see what he was capable of, instead of putting him under the pressure of a formal interview.

Alistair has now been working with the company for 6 weeks and is really enjoying it. His employer is pleased with the accuracy of his work.

Enable have organised to deliver Autism Awareness training in the workplace to help Alistair's colleagues understand his difficulties and how to support him. Alistair has agreed to speak at the training about how he feels his autism affects him in the workplace.

Alistair Beck
Transitional Employment Services

Reaching Out – Engagement Events

As part of our on-going engagement with disabled people, their organisations, employers and the third sector, we held engagement events throughout Scotland where individuals were invited to share their expertise on how to reduce the Disability Employment Gap. Designed around two questions:

- **How do we ensure that disabled individuals are able to access work?**
- **How do we ensure that individuals are able to stay in work, if they acquire a disability or long term health condition?**

The poster below gives a snapshot of the subjects that were discussed during some of the engagement events. A fuller version of this poster is available online, and was displayed during the Congress on Disability, Employment and the Workplace.



Our progress since the publication of A Fairer Scotland for Disabled people in December 2016.

2017	2017	2017-2018	2017-2019	April 2018
Modern Apprenticeship funding for disabled individuals is increased to its highest ever level.	Media campaign, aimed to promote the employment of disabled people, targeted at SMEs is launched.	Work First/Work Able Scotland are providing support for disabled individuals or those with a long term health condition.	NHS internship scheme provides opportunities for 44 disabled graduates.	Launch of Fair Start Scotland, 38,000 individuals will receive support over the next three years.

Next steps

At the Congress on Disability, Employment and the Workplace, we have announced:

- **A commitment to £1million spend on business engagement** confirming our intention to work across all sectors to achieve our ambition. Every sector has a role and we will ensure we use the levers and mechanism available to us to shift attitudes.
- **Our intention to publish a detailed action plan for at least halving the Disability Employment Gap** in autumn this year.
- **A consultation on disabled employment in the public sector**, which will close on 15 August 2018.

The Equality Academy NHS Graduate Programme, delivered by Glasgow Centre for Inclusive Living (GCIL), in partnership with NHS Boards and the Scottish Government, enables Scotland's NHS to take advantage of the pool of talent that exists in Scotland's disabled graduate community and to give those graduates the opportunity to learn and develop the necessary skills to allow them to have an equal chance of competing in the labour market.

Henry Acres is one of the graduates that took advantage of the opportunity afforded to him. While studying at University he was assessed by an Educational Psychologist as having specific learning difficulties. Henry says: "The programme has been a fantastic opportunity for me as a first foray into the world of work. Very few people would have had the chance to engage with all levels of an organisation and work on major change at such an early point in their career. I cannot thank GCIL enough for making this possible and I genuinely believe that thanks to them I have gained a significant step up in my career progression. The experience GCIL and The State Hospital have given me was instrumental in my being offered a place on the Scottish Government Graduate Development Programme. I cannot recommend the Equality Academy's Professional Careers Programme highly enough, as it has given me opportunities I didn't think possible when I graduated. The programme has taught me so much about myself and my disability in the process, and because of this I now see my disability as a key strength and an asset to future employers".

Henry Acres
NHS Internship

We're determined that the Scottish Government does all it can to help disabled people fulfil their potential. We know that you are the experts.

That's why, in the last year we have doubled our efforts to **reach out to disabled people, their organisations as well as employers** to find out what their priorities for change are.

Common themes have arisen during all of our consultations and engagement sessions, including:

- **Supporting and challenging employers, as part of a broader Fair Work agenda;**
- **Creating more effective support for people to remain in work, including more joined-up work and health (including mental health) services;**
- **Support to help people into work, including through new devolved employment services, as well as action in areas such as transport and social security;**
- **Smarter transitions for young people, including in areas such as skills, education and apprenticeships.**

Our target to at least halve the Disability Employment Gap requires all of us to work in partnership. Employers, disabled people and their organisations have a vast well of knowledge on how to go about this. We want to continue to harness this knowledge in the best way possible to reach our goal.

This Autumn, we will publish our **Disability Employment Action Plan**, which will set out how, working together, we plan to make our ambition a reality.

We want to continue to work with you on the development of that plan, if you wish to help shape the Action Plan, please contact: disabilitycongress@gov.scot.

Driving transformational change - Supporting Employers

2018

A detailed action plan to halve the disability employment gap, to be published in Autumn 2018

2018

£750,000 towards a Workplace Equality Fund, focussing on improving outcomes for those who are in work and are disabled

2018

The launch of £1 million business engagement funding, which will be developed with disabled peoples organisation's and employers.



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