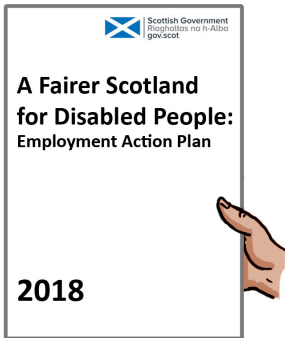


A Fairer Scotland for Disabled People: Employment Action Plan

Year Two Progress Report

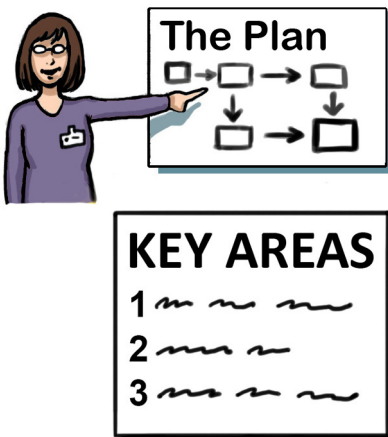
1. Introduction



A Fairer Scotland for Disabled People: Employment Action Plan sets out what the Scottish Government will do to cut the disability employment gap by at least half by 2038.



The disability employment gap is the difference between disabled people and non-disabled people in jobs. There are fewer disabled people who are working.



There are three key areas in the plan to help close the gap:

- Supporting Employers to employ and keep Disabled People in jobs;
- Supporting Disabled People to Enter Employment;
- Young People and Transitions.



This report is about the progress we have made during 2020.



The last year has been hard. The COVID-19 pandemic and leaving the EU have had a big impact on many areas of society, including the job market.

This has hit some people harder than others. Many disabled people have had to shield or face changes in social care.



Some small good things have come out of the pandemic. One of these is that some people are working from home, or have more flexible working. We want more of this to happen if it works well for people.



Before COVID-19 there had been progress in reducing the disability employment gap. However the impact of COVID-19 is starting to reverse some of this progress. It is more important than ever that disabled people receive support to enter and stay in fair work.

2. Supporting Employers to Employ and Keep Disabled Workers



Employers say they want to employ and keep disabled workers who have the right skills. But they say they need help to make this happen.

Progress made:



A new scheme to make **workplace adjustments for new staff entering the Scottish Government**. As an employer we will support more disabled people into work. We will make things better for disabled employees.



The Public Social Partnership brings together government with voluntary organisations and employers. The Partnership is working to teach employers about employing and keeping disabled people in jobs.



We are working to make sure that employers across Scotland have fair employment plans. Our **Fair Work Guidance** tells employers how to make their workplaces more diverse and inclusive.



The health, social and economic effects of COVID-19 are having a **big effect on mental health**. We work with partners to help people who are trying to find and stay in work to access the support they need.



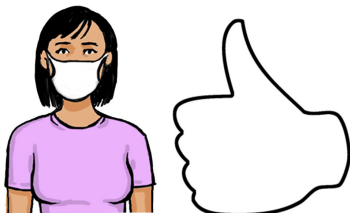
The Workplace Equality Fund gives funding to projects where private, public and voluntary organisations work together. Projects focus on groups including disabled people, women, older workers and minority ethnic workers. This fund will help employers make diverse and inclusive workplaces.

3. Supporting Disabled People to Enter Work



A key aim is supporting disabled people into fair and steady employment that suits their skills and experience.

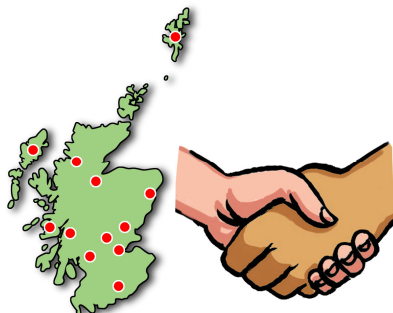
Progress made:



Fair Start Scotland (FSS) is Scotland's own employment service. It will continue to support people through the pandemic and after.



Specialist support is given to people with serious and long-lasting mental health conditions. For example there is training on how to improve well-being.



Access to Work is a programme run by the UK Government that helps disabled people get the extra support they need at work. We continue to work with the Department for Work and Pensions to deliver the programme in Scotland. This work includes setting up the first Scottish Access to Work Stakeholder Forum. This forum will give disabled people in Scotland a way to help shape the delivery of Access to Work.

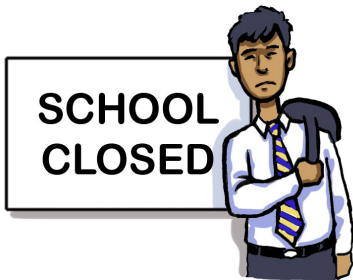


Providing person centred support to families at risk of child poverty. This includes families with a disabled adult or child. We recently announced additional funding **support for disabled parents**.

4. Young People and Transitions



Many young people, including young disabled people, have been affected by the restrictions we had to put in place to control the virus. This includes the closure of schools, colleges and universities.



Young people are also more likely to work in areas hardest hit by lockdown, like shops, hotels, cafes and gyms. For many young disabled people, the transition from school has become more difficult over the last year. A lot of support is now online. They remain an important focus for our work.

Progress made:



ARC Scotland supports young disabled people as they leave school. The Scottish Government is working with ARC Scotland on a trial programme. This aims to give better support to young people and their parents and carers.

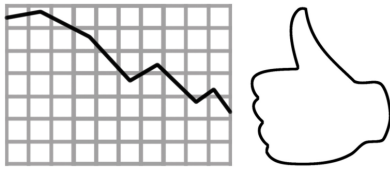


Apprenticeship Employer Grant gives money to employers to offer a Modern Apprenticeship or Graduate Apprenticeship to those aged 16 - 24 years old. The age goes up to 29 years for those who are disabled, care leavers or from minority ethnic groups. This is because these groups often find it harder to start a career.

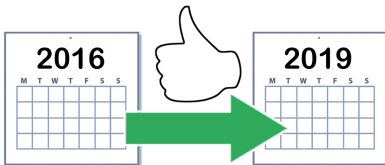


We are funding the **Young Person's Guarantee**. It aims that, within two years, every person aged between 16 and 24 will have the opportunity to: study; take up an apprenticeship, job or work experience; or volunteer. We want people with lived experience to help shape this work.

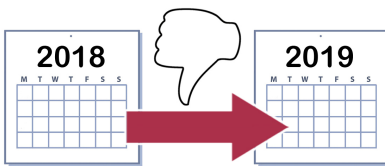
5. Measuring Progress



Our goal is to cut the disability **employment** gap by at least half by 2038.



The gap fell between 2016 and 2019. This happened as more disabled people were working. But there are still many more non-disabled people who are working than disabled people.



The disability **pay** gap is the difference between how much disabled people earn compared to non-disabled people

The gap got worse in Scotland between 2018 and 2019. The average pay for disabled employees in Scotland was lower than non-disabled employees.



We do not know yet how COVID-19 has affected employment for disabled people. But the latest information tells us that the disability employment gap is starting to get bigger again.

6. Next Steps



Our goal is still to halve the disability employment gap. We would like to thank our partners who continue to support this work. This includes employers, service providers, local government, disabled people's organisations and disabled people.

Working with these partners we aim to:

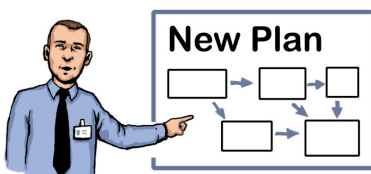


Make sure that disabled people **know their employment rights** and what to do if they experience discrimination.



Use the review of the Scottish Government's **Health and Work Strategy** to get better employment and health outcomes.

Think about the findings of the final report from the **Health and Work Support project**, due later this year, and how we can learn from that.



Build on the work of the **Public Social Partnership** to give employers more knowledge, confidence and ability to employ and keep disabled people.

Work with key partners and disabled people to make a **new Action Plan**.



We will keep working against the negative impacts of COVID-19. We will tackle discrimination and improve employment outcomes for disabled people in Scotland.