

# Disability and Employment

The Way forward

# Context

- The **Right to Control** is a new legal right for disabled people which will remain until **12<sup>th</sup> December 2013**. The pilot project which included seven test areas allowed disabled people to have choice and control over the support they need to go about their daily lives. One strand of funding was around employment.
- Right to Control commissioned Sheffield Centre for Independent Living to carry out a piece of work around employment and this training course has been designed as part of that work to both raise awareness of the benefits of work and to give some good tools to assist you in your practice.

# Right to Control

- Raised the profile of employment support and the benefits of more flexibility & meaningful choice
- Developed the employment support provider market
- Helped grow understanding of different support and funding available
- Specifically related to employment: across the 7 test areas, over 880 people chose to have a direct payment from either Work Choice or Access to Work and exercise their right to chose provision that worked best for them
- “Through RtC many customers have moved so much closer to work” - Essex JCP manager. Although RtC is coming to an end, we want the legacy to continue.

# The Issue

In the UK, **3.7 million disabled people under 65 are not in a job** and the employment rate for disabled people is significantly lower than for non-disabled people.

In 2013 **46.8%** of working-age disabled people were in employment compared to **77 %** of working-age non-disabled people. There was therefore a **30.2%** gap between disabled and non-disabled people, representing over **2 million** people. (DWP, 2013).

# Mental Health

**Only 27% of working age adults in England with a mental illness are in employment.**

**Wider costs to in terms of the economy, benefits, lost productivity at work, amount to £77 billion per year** - Mental health Foundation June 2012.

- Those providing care should have a sense of therapeutic optimism. The goal of care should be to promote “**recovery**” for people whose mental health problems cause significant disability.
- Services should promote social inclusion and work actively to counter the stigma and discrimination that people with mental health problems face from society, including in the workplace.
- The care package should encompass the range of health, social and behavioural issues that affect people with mental health problems. To achieve this, services **MUST** work across the interfaces between agencies including healthcare, social care, housing and **employment**.
- People should be active agents in their care and be encouraged to express preferences and to exercise choice. This carries with it the assumption that people with mental health problems have responsibilities as well as rights.

# The reality

- Young disabled people are faring much worse in the labour market than their non-disabled peers. There is a **18%** gap for young people aged 18-24 and a **26% gap** for young disabled people in the 25-34 age group. The reason is due to young people remaining in education until the age of around 24. (Labour Force Survey, 2012)
- The cost of staff turnover from employees leaving their jobs because of mental health conditions is estimated at **£2.4bn**. (Remploy)
- Sheffield has a higher proportion of people with a limiting illness, and higher rate of economic inactivity. Those with learning disabilities have a proportionately lower employment rate than for England as a whole.
- The economic climate means it is hard for people to get employment so people with additional needs are less likely to be considered. In Sheffield 160 disabled people have just been made redundant from the closure of Remploy, most of who want to continue working.

**'I want to work but don't know where to start. I have many things going on and don't know whether I will cope'**

'In my own community I am ok but outside of that people are afraid to communicate with me as they don't know how?'

**'I'm afraid that if I come of benefits and start a job, they will get rid of me before my first year ends so I have no rights'**

**'I want to work but how do I know if I'm well enough if I have to come off my benefits to give work a try?'**

'I don't know if my colleagues will really understand what it means to have bi polar disorder'

'I'm worried my carer wont turn up on time to assist me to get ready to come to work'

# The impact of mental ill health on people's ability to work

Liam, who has suffered from periods of depression for the last few years, said

*"I was trying to deal with it myself, but it doesn't really work. Most days I would stay in bed. I didn't really get out, I was always in the house; I lost all my friends over it. It got really bad. I didn't think I could deal with it by myself, but I didn't like to seek advice from anyone."*

Liam tried to find employment but would experience overwhelming anxiety when calling about job vacancies or attending interviews;

*"quite a few times I'd get the shakes and put the phone down before anyone had answered. It wasn't something I liked; it really did get in the way. When I had interviews, I didn't have any confidence and people could see that."*



# Just a few of the barriers facing disabled people in employment...

- Physical health problems
- self confidence issues and depression which could be caused by debt
- worried that the stress of work will lead to relapse or be too taxing
- Stigma and negative attitudes to people with disabilities and MH issues
- anxieties about their disclosing our disability/MH Issue
- Lack of education/skills and gaps in work history due to ill health
- Managing on-going treatment in a work environment
- More complex health needs than a non-disabled person and length of time it takes to get appointments in health means longer time off work
- Co ordination of care
- Transport issues
- In work support and Isolation due to lack of understanding or ability to communicate i.e. deaf community
- There is a sense of fear of discussing this subject due to the political climate and where we are at with the austerity measures.

Although work can be a stressor for some people in some circumstances, a recent comprehensive review of the research (Waddell and Burton, 2006) concluded that overall:

1. Work is beneficial to health and wellbeing.
2. Lack of work is detrimental to health and well being.
3. The unemployed consult their GPs more often than the general population and those who have been unemployed for more than 12 weeks show between four and ten times the prevalence of depression and anxiety. Unemployment is also associated with increased rates of suicide.
4. For people without work, reemployment leads to improvement in health and wellbeing and further unemployment leads to deterioration.
5. For people who are sick or disabled, placement in work improves health and psychosocial status.
6. The health status of people of all ages who move off welfare benefits improves.
7. These benefits apply equally to people who have mental health problems including those with severe mental health problems.
8. There is no evidence that work is harmful to the mental health of people with severe mental illness.

# What do disabled people want to achieve!

- to live as independently as possible with the right support that meets needs which will enable disabled people to fully participate in every aspect of life which non disabled people take for granted, i.e. home, family, education, employment, volunteering and community.
- to be valued for their contribution.
- to have choice and control over all aspects of their lives.
- to not be discriminated against on grounds of disability.
- to see an improvement in opportunities for us to be able to work and play a full role in society.
- For the process to be as smooth and as easy as possible.
- For professionals to understand that work is a central part of disabled peoples lives and we have as much right as our non disabled peers to strive for that.

# Top Ten things that you can start doing to change things?

1. Employment needs to be really high up on the agenda in your assessments.
2. Familiarise yourself with the process works so that you can help make the process smooth and easy.
3. Be confident about talking to disabled people about their aspirations and employment goals.
4. Think about all the things people need sorting in order to function at work like housing, health and other type of support.
5. Tell people about **Access to Work** and the different types of support people can get.
6. Tell people where the DEA's are and support people to a meeting with a **Disability Employment Adviser**.
7. Start to build professional relationships and network with the Job Centre, the specialist employment providers so that there is an open dialogue. Think about having a link person on your team.
8. Use the Toolkit on SCIL Website so you can educate others.
9. Support people who have recently come out of work back into work using the information you now have.
10. Listen to and respect disabled people who either do want to work, never forget the Paralympics and what we as disabled people can achieve. **NEVER MAKE ASSUMPITIONS!**

# The Existing Provisions

- A range of employment support is available for disabled people through health, social care, education and the community/charity sector.
- Jobcentre Plus is the way to access DWP funded specialist disability employment support provision, and a Disability Employment Advisor is the 'gateway' to this support.

# Disability Employment Advisors

- The DEA's are based in each job center and can be contacted on the normal JCP number.
- DEAs give help and support regardless of someone's situation. It is a voluntary service, impartial and it is not dependent on benefits
- It is a fully supportive role and they can work with people over a time-unlimited period.
- They can help someone find work or gain new skills, even if they have been out of work for a long time, or if they have little or no work experience.
- A Disability Employment Adviser can offer:
  - an employment assessment to identify what type of work or training suits best
  - a referral to a specialist programme for disabled people, like **Work Choice** or **Access to Work**, residential training or the mainstream **Work Programme**
  - **a referral, if needed**, to a Work Psychologist for a more detailed employment assessment to identify the best work or training (limited numbers)
  - a job-matching and referral service based on experience and skills
  - information on employers in the area who have adopted the 'two ticks' disability symbol
  - high-level action plans that identify key goals and the main elements of support that a customer can use to get into and retain employment

# Work Choice

- Work Choice helps disabled people to get and keep a job if that person is finding it hard to work.
- It's voluntary – no one is forced to do it.
- The type of support depends on the help someone may need; this is different for everyone but can include: training - building your confidence - finding a job that right -interview coaching - developing skills.

# Work Choice – How it works

*Level of help*

*What you get*

*How long it lasts*

Work Entry Support

Advice on work and personal skills to help you find a job

Up to 6 months

In-Work Support

Help to start work and stay in your job

Up to 2 years

Longer-term  
In-Work Support

Help to get on in your job and work without support

Long-term



# Eligibility

To qualify for Work Choice you must:

- be of working age
- need support in work as well as to find a job
- be able to work at least 16 hours a week after Work Entry Support
- have a recognised disability that means you find it hard to get or keep a job
- need specialist help that you can't get from other government programmes or schemes – e.g. workplace adjustments, suppliers working in partnership with Jobcentre Plus or Access to Work .

In Addition:-

You can apply if you have a job but are at risk of losing it because of your disability. This also applies if you're self-employed.

# How do we start the process?

- Some people will need a lot of help rebuilding confidence and motivation, developing
- ‘soft skills’, such as social interaction and budgeting skills,
- training in job search skills
- You can help someone by thinking about their goals and aspirations
- Help to develop a relationship between disabled person and employment adviser
- and effective communication between other providers

# Access to Work

The Federation of Small Businesses (FSB), amongst others, argued that "Access to Work is the best kept secret in the DWP".

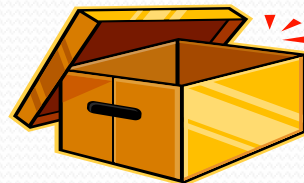
c.37,000 disabled people use Access to Work support every year



# What can Access to Work offer?

Access to Work can help you in a number of ways. For example, it can help pay for:

- adaptations to premises and equipment
- special aids and equipment
- support workers
- travel to work, where there is no practical public transport alternative, and travel within work
- awareness training for your colleagues
- Be creative think outside the



# Access to Work - Changes

- Extended to Disabled people on traineeships, supported internships, work trials and work academies.
- Businesses with up to 49 employees will save up to £2,300 per employee who uses the fund by no longer paying a contribution towards the extra costs faced by disabled people in work.
- Disabled jobseekers who want to set up their own business through the New Enterprise Allowance are also eligible for Access to Work funding.
- Portability – taking items with you from one job to another.
- Faster, streamlined service.

# The 'Benefits' of Work!

The benefits for disabled people who work are really good:

## **Disability Working Tax Credit**

- you must be working for 16 hours or more a week
- you must have a disability that makes it difficult for you to get a job
- you must be receiving, or have recently received, a qualifying sickness or disability-related benefit - or in certain circumstances National Insurance credits

## **Care Contributions**

**Sheffield City Councils supports people to work through their 'Fairer Contribution' Policy which states:-**

'it is the intention of this policy to encourage and enable those who wish to take up employment, including disabled people and their carers, to do so'.

It is important that if a person starts work who is receipt of Adult Social Care then they must let the Direct payments know immediately.

# The Tax Credit Calculator

You can help someone to work out their tax credit entitlement  
by using the Tax credit Calculator



<http://taxcredits.hmrc.gov.uk/Qualify/DIQHousehold.aspx>

# Permitted Work

Disabled people can get financial support and work-related support through **Employment and Support Allowance (ESA)**.

## Permitted work

- Permitted Work Lower Limit - under this option you can earn up to £20 a week for an unlimited period.
- Permitted Work Higher Limit - under this option you can earn up to £101.00 after tax and national insurance deductions if the work is for less than 16 hours a week.
- Permitted work can include paid employment or self employment.

## Supported Permitted work

- Guidance suggests that supported permitted work is work done by people who have a long term disability that has had "a significant impact on their ability to learn or sustain a traditional job which will always, or for a number of years, prevent them from working more than a few hours each week".
- Please note:- The **Rules** are very complex depending on person either being on contribution or income based ESA. Being on Permitted Work may also affect a persons Housing Benefit so need to get proper advice from Disability Employment Adviser.

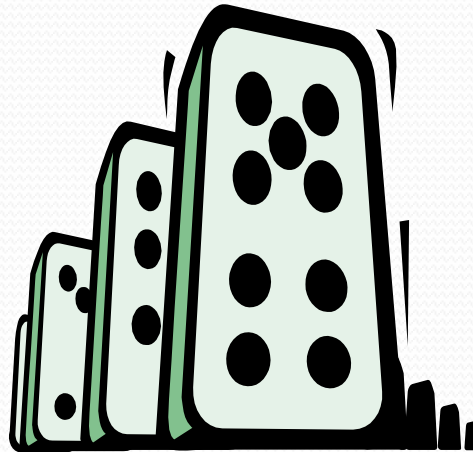


# Two Ticks Scheme



# The Domino Effect

Peoples lives can quickly spiral out of control if they suddenly become disabled or who are struggling with a disability in work with no support.



‘The personal and societal cost can be enormous’.

# What comes next, things to look out for!

- **Disability Employment Strategy** - At present, a new cross-Government Disability Strategy is being produced; DWP are in the process of developing a specific disability employment strategy and a refresh of the DWP Commissioning Strategy is also underway.
- **Supported Internship Programme and a new Traineeship Programme** - From August 2013, young disabled people will be given help to find sustainable paid employment through these new programmes.
- **Employment Support Resource** - The Right to Control team and Sheffield Centre for Independent Living are working together to create a new interactive database of providers offering employment related support for people with disabilities which will be hosted on the new Disability Sheffield website.
- **Just the Job!** - Disability Sheffield, formerly Sheffield Centre for Independent Living, have secured funding from the ODI to run a job club for people who have been unemployed for more than two years who are on ESA.
- **Disability Confident** – The Government are launching a 2 year advertising campaign for businesses to raise awareness on the benefits of employing disabled people.

# Policies and Guidance relating to Disability and Employment

- Valuing People Now – Employment 2010

<https://www.gov.uk/government/publications/valuing-people-now-summary-report-march-2009-september-2010>



Valuing People  
Now 2010

- The Sayce Review June 2011 – Getting In staying in and getting on

(<https://www.gov.uk/government/publications/specialist-disability-employment-support>)



Sayce Review  
2011

- Fulfilling potential – June 2013

<http://odi.dwp.gov.uk/fulfilling-potential/index.php>



Fulfilling Potential  
2013

- Helping people to find and stay in work July 2013

<https://www.gov.uk/government/policies/helping-people-to-find-and-stay-in-work>

- Equality Act 2010 and Disability Discrimination Act 1995

<http://odi.dwp.gov.uk/disabled-people-and-legislation/equality-act-2010-and-dda-1995.php>

- Right to Control – 2010

<http://odi.dwp.gov.uk/odi-projects/right-to-control-trailblazers.php>

# Useful Links

- <https://www.gov.uk/browse/disabilities/work>
- <https://www.sheffield.gov.uk/education/information-for-learners/employment/disabilities-health/work-choice.html>
- <http://taxcredits.hmrc.gov.uk/Qualify/DIQHousehold.aspx>
- <http://www.ofmdfmi.gov.uk/consultation-draft-disability-strategy>
- <https://www.gov.uk/government/publications/the-disability-confident-campaign>
- <https://www.gov.uk/government/news/government-announces-two-new-programmes-for-employers-to-take-on-young-disabled-people>
- <http://www.remploy.co.uk/employment-services/welfare-to-work/work-choice.ashx>
- <https://www.plotr.co.uk/>
- [http://base-uk.org/sites/base-uk.org/files/knowledge/Supported%20Internships%20-%20PfA%20factsheet/si\\_factsheet.pdf](http://base-uk.org/sites/base-uk.org/files/knowledge/Supported%20Internships%20-%20PfA%20factsheet/si_factsheet.pdf)
- <http://www.disabilityrightsuk.org/work-people-living-disability-or-health-conditions>  
(up to date info and fact sheets on Permitted Work)
- <https://www.gov.uk/employment-support-allowance>
- <https://www.gov.uk/government/publications/mental-health-and-work>



**Thank you for attending our  
training session.**

**We hope you have found the  
information useful**

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