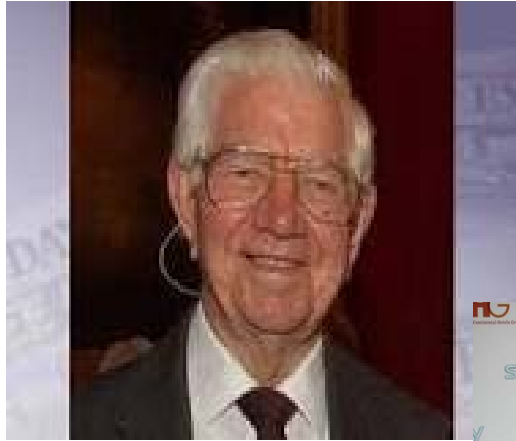


Realising Rights to Access and Opportunities

Liz Sayce

Have we made progress?



Have we made progress?



- At 16, the aspirations of deaf/disabled and non-disabled people are broadly the same. By 26 they are much more likely to say 'nothing I do makes any difference'. At 24 – a 36% employment gap. Something goes wrong
- But the gap between disabled and non-disabled 19 years olds getting level 3 qualifications has gone down by 1% a year in the last decade (from 74% to 53%). Gap down from 21% to 11%. Some things are getting better
- 47% of disabled people of working age are in paid work. 48% people with 'difficulties in hearing'
- Are we 'disabled'? 26% of people with hearing impairments view themselves as 'disabled'. 25% of all people judged 'disabled' under the Equality Act

Rights and opportunities



UN Convention on the rights of persons with disabilities – ratified by UK 2009. States to ensure full enjoyment by children with disabilities of all human rights and fundamental freedoms on an equal basis with others eg:

- Voice. Disabled children have the right to express their views freely on all matters affecting them...on an equal basis with others, and provided with disability and age-appropriate assistance to realize that right
- Participation. In cultural life, recreation, leisure and sport. In education - not excluded from the general education system on the basis of disability
- Accessibility – of transport, roads, information, communications support
- Support. Offered effective individualized support for academic and social development.. goal of full inclusion

Right to work

Equalities Act 2010:

- Reasonable adjustments
- Right to auxiliary aids
- Public sector duties

Children and Families Act

- Integration: Education, health and care plans

And in practice?



- Disabled students allowance – and recent developments
- Access to Work – and recent developments
- Wider Government employment plans: an Employment, disability and health ‘discussion so far’ paper
- Still no powerful roadmap to enable all deaf and disabled people to get evidence based ‘earn and learn’ opportunities – ways in, and progression



Channel 4 Victoria MacDonal



- **It's the non-work programme, charity says**
- Calling for a radical rethink, [Disability Rights UK](#) points to the government's own figures which reveal an 88% failure rate in finding sustainable work for ESA claimants on the work programme.

What people want

- Our survey of over 500 disabled people found three quarters wanted to know resources available and decide on support
- They described disappointing, standard courses eg CV writing – little or no help with their specific support needs
- Want mentoring, peer support
- Many individuals and those serving them give up. ‘I am stuck with voluntary work’
- Instead: we are contributors, socially and economically

- Wider government employment programmes: have not worked eg NAO found Pathways made no difference and *'has turned out to provide poor value for money and the DWP needs to learn from this experience'*
- NDTI found only a third of employment support was evidence based
- DR UK argued for 'taking control of employment support' - Incentivise employers and individuals (not the middle man).
- Build motivation: employers and deaf or disabled person could design bespoke solutions and have budget to do so

Ways forward

- Access to Work and DSA are investments in people's potential - not cost to be contained and controlled. Eg disabled people with DSA are less likely to drop out of university than those without
- We need personalised support you can take with you eg DSA, Access to Work – linked to any personal health or social care budget
- An education, health, care **and work** plan?
- A disability employment strategy that brings together Access to Work, Work Choice, and personalises it
- Local commissioning – in line with the UN Convention and in line with evidence. Voice, engagement – to set commissioning priorities.

What to do: the employer

- Recruit more young people – and more young disabled people
- Stop requiring prior experience – work with schools/colleges, beyond word of mouth, offer feedback, good work experience
- Flexible apprenticeships
- Peer support and mentoring
- Supply chains: ‘trading for good’
- Challenge employers to say, transparently, how many deaf and disabled people they employ?

Contributing to economy

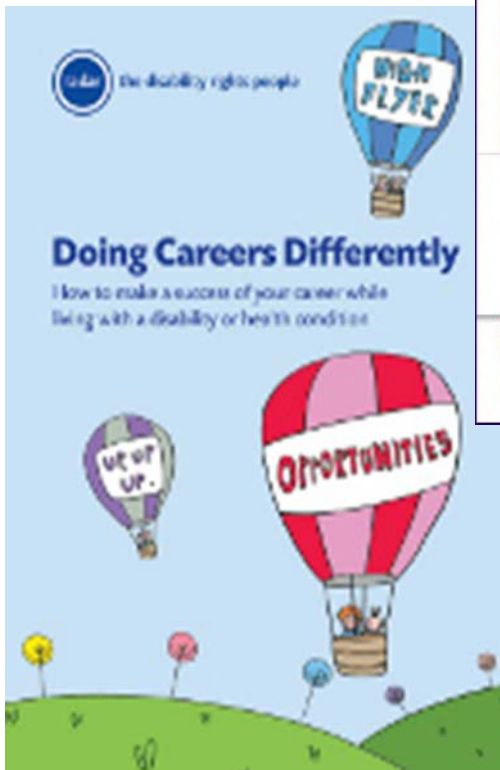
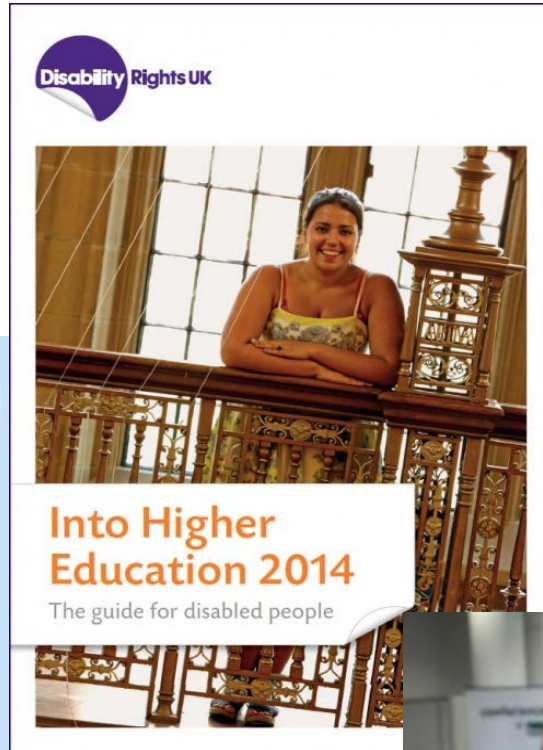


- Disabled and deaf people often bring resilience, problem solving, planning empathy, creativity...attributes employers need
- Most of us are touched by disability; an effective recovery is an inclusive recovery. *‘What hope do we have in this global race if we lose out on the talent and skills of one-fifth of our population?’* (David Cameron)
- *‘Eventually the folly of all this [them and us thinking] will dawn on people and we shall all joyously realise that we are all abnormal, disabled, impaired, deformed and functionally limited, because, truth be told, that is what it means to be a human being’* (Jerome Bickenbach)

A few successes

- Human rights apply in services contracted by public sector
- Portability of social care – working with Jane Campbell in Lords
- Bedroom tax – changed guidance to expect longer term Discretionary Housing Payment for people in adapted housing
- Access to Work: numbers going up at last (over 31,000 2012-13 – with over 10,000 new starts, more than the previous year – including ‘ways in’ eg supported internships, work experience)
- Getting disabled people’s voices heard

A world where everyone can participate



- www.disabilityrightsuk.org
- Liz.sayce@disabilityrightsuk.org
- Reach to individuals living with disability, deafness and health conditions (a million a year)
- Apprenticeships project
- Training, consultancy and advice solutions
- Disability Rights Handbook
- All party parliamentary group on disability



Disability Rights UK

Tanni Grey Thompson says – we need to build a strong, large voice of disabled people and urges people to join Disability Rights UK