Overview & Scrutiny Committee
Meeting 25th October 2016

Bridging the Gap on Disability

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Employer & Partnership Manager - Worcestershire
Disability employment facts

Disability Confident employers recruit and retain disabled people and recognise how their skills can benefit their business.

- There’s currently a 34.8% employment gap between disabled and non-disabled people.
- Over 6 million people (16%) of working age are disabled or have a long term health condition.
- Employment Gap: The Government has committed to halving the disability employment gap – that’s one million more disabled people in work.

- £212 Billion: The value of the purple pound – that’s the annual spending power of households where someone is disabled.
- 76% of disabled people who experienced difficulties with people’s attitudes around employment, identified employers’ attitudes as an obstacle to work.

- 83% of disabled people under state pension age acquired their disability or health condition between the ages of 16 and 64.
- 1/4 of adults will experience mental health problems this year.
- 73% of employers who made work-related adjustments for employees said it was “very” or “quite easy” to do so.

Department for Work & Pensions
## Claimant Count

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<th>IS</th>
<th>JSA</th>
<th>UC</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>Redditch</td>
<td>2,581</td>
<td>805</td>
<td>685</td>
<td>479</td>
<td>4,550</td>
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<td></td>
<td>57%</td>
<td>18%</td>
<td>15%</td>
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<td>Bromsgrove</td>
<td>1,210</td>
<td>269</td>
<td>438</td>
<td>153</td>
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<td>58%</td>
<td>13%</td>
<td>21%</td>
<td>7%</td>
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Claimant Count

- **2015 – 2016:**
  - On Flow: 1,612 (avg. 134 p/m)
  - Off Flow: 912
    - 56.58%

- **2016 – 2017:**
  - On Flow: 1,276 (avg. 106 p/m)
  - Off Flow: 821
    - 64.34%
Barriers to Employment

- Self Confidence
- Motivation
- Transport
- Opportunity
- Fear
- Re-Training
- Myths
Myths

• Have a higher absentee rate
• Problems getting to work
• Need to be protected from failing
What we do - Claimant

- Dedicated Work Coach
- Private room if required
- Impact of, rather than details of Disability
- Personalised Action Plan – what work are you capable of
- Work Experience
- Work Trial
- Signpost to support organisations
- Self Employment
- Flexible Support Fund
- Low Value Procurement
- Dynamic Purchasing System
What we do - Employer

- Universal Job Match
- Manage Recruitment Process
- Facilities
- Sector Based Work Academy
- Work Experience/Work Trial
- Free Service
- Access to Work
- Disability Confident
Changing the World of Work
Bridging the Gap on Disability
Aims

• Engage and encourage employers to become more confident so they employ and retain disabled people.
• Increase understanding of disability and the benefits of employing or retaining disabled people.
• Increase the number of employers taking action to be Disability Confident.
• Make a substantial contribution towards halving the disability employment gap.
Disability Confident Scheme

The new Disability Confident scheme is designed to be easily accessible, particularly to SMEs, offering advice and guidance that takes the employer through a three level Disability Confident journey, enabling them to attract, recruit and retain disabled people, whilst demonstrating their commitment, actions and progression.
Disability Confident

- Level 1 – Committed
- Level 2 – Delivering
- Level 3 – Exemplar

Redditch DC is Registered (Level 2)

Employ more people with a disability
QUESTIONS