

A manifesto for disability equality

SCOPE



Equality for
disabled people

Contents

Disabled people today	3
The role of Scope	4
Our vision for the future	4
Unleashing talent: boosting employment support and removing obstacles at work	5
Making travel fair for disabled people	11
Addressing the extra costs faced by disabled people	12
Ensuring disabled children get the best start in life	14
Creating a social care system that supports disabled people	16
Summary of policy calls	17

Disabled people today

There are 14 million disabled people in the UK. That's one in five of us. Yet despite decades of campaigning, disabled people still face glaring inequalities. From a lack of support during childhood, to higher living costs, inaccessible public transport and barriers to employment, disabled people today face an uphill struggle just to live their everyday lives.

For disabled children and their families, this inequality is clear from the start. There is a lack of emotional support for families, a funding gap in children's social care and little accountability in the government. Parents tell us they have daily battles just to get their children the support they need.

We know that the barriers disabled people face limit their opportunity for social mobility. Disabled young people are more likely to be NEET – Not in Employment, Education or Training – and disabled people are more likely to be in lower paid work. For all disabled people, younger or older, life costs more. On average disabled adults face extra costs of £583 a month (1).

For the many disabled people who can and want to work, there are huge obstacles in their way. Employer attitudes often make it hard for disabled people to get ahead, both when they are looking for work and in the workplace. The employment support that is available to disabled people who are out of work is failing them. Far from giving them the confidence needed to succeed, the culture of sanctions in the welfare system is making disabled people feel victimised.

For disabled passengers, travelling by public transport is especially hard and at times it is outright impossible.

In short, if you are disabled today the chances are your life will be much harder than it should be.

The role of Scope

At Scope, we work with disabled people every day. In the last year alone more than two million people accessed our information, advice and support. Through our helpline we provide free support, seven days a week, to disabled people when they need it most. With our range of face-to-face services we support disabled people into work and provide families of disabled children with much needed emotional support.

Our research sheds light on the barriers that disabled people face. Our Disability Price Tag report used detailed economic analysis to reveal the average extra costs faced by disabled people each month (2). Our pioneering research study, Our Lives, Our Journey, follows the lives of disabled people in the UK over five years, highlighting their experiences in different stages of their lives (3).

We know the challenges faced by disabled people and we understand what government needs to do differently.

Our vision for the future

Whoever is in government and whatever the future holds for our relationship with the European Union, things need to change if disabled people are to have an equal stake in society.

Scope believes that this country should be a place where:

- Disabled people who can and want to work are able to do so.
- Public transport gives disabled people the independence to travel easily.
- Disabled children and their families are prioritised by the government and have the support they need and deserve.
- Disabled people don't have to face extra costs just to live everyday lives.
- Disabled people have access to fair, effective and sustainable social care.

This manifesto highlights the steps government must take to make society fairer for disabled people. There is a huge opportunity for government to tackle the many problems faced by disabled people. Addressing these inequalities will require government to work across departments, focusing on all the different facets of society where disabled people are held back.

2 Source: Scope (2019) Disability Price Tag

3 Source: Scope (2019) Our Lives, Our Journey

Unleashing talent: boosting employment support and removing obstacles to work



There are more than a million disabled people who are out of work but want to find a job. To put that in perspective, that's a million people – roughly the population of Birmingham – who could be earning money, paying taxes and reducing the government's out-of-work benefits bill, while at the same time gaining greater independence and self-worth. It's this key group that the next government needs to support if it's serious about tackling the disability employment gap.

Scope is calling for the next government to unleash the talent and potential of disabled people by boosting employment support and removing barriers that prevent them from working. We have produced a six-point employment plan that we believe the government should put in place.

Scope's six-point employment plan:

1. Adopt the disability employment gap as the formal measure for success, aiming to halve it in the long-term.
2. Get employment support working for disabled people by overhauling the Work Capability Assessment.
3. Rebuild disabled people's trust in the welfare system by removing the threat of sanctions and conditionality.
4. Ensure Universal Credit works for disabled people by reintroducing premiums and ending the five-week wait.
5. Build a new recruitment and workplace culture by introducing disability employment reporting.
6. Enable disabled people to manage fluctuating conditions and phase back into work easily by reforming Statutory Sick Pay.

1. Adopt the disability employment gap as the formal measure for success, aiming to halve it in the long term

The disability employment gap is the difference between the employment rate for disabled and non-disabled people. It tells us how far we are from achieving equality for disabled people in employment. The gap has barely shifted in over a decade, hovering at around 30 percentage points.

At Scope we believe the government's long-term goal should be to halve the disability employment gap. It's not enough just to increase employment overall – the government must ensure that disabled people are catching up with non-disabled people in work.

The government's aim should be to reduce inequality and the measure it uses should reflect this.

Figure 1: The disability employment gap since 2010 (4)

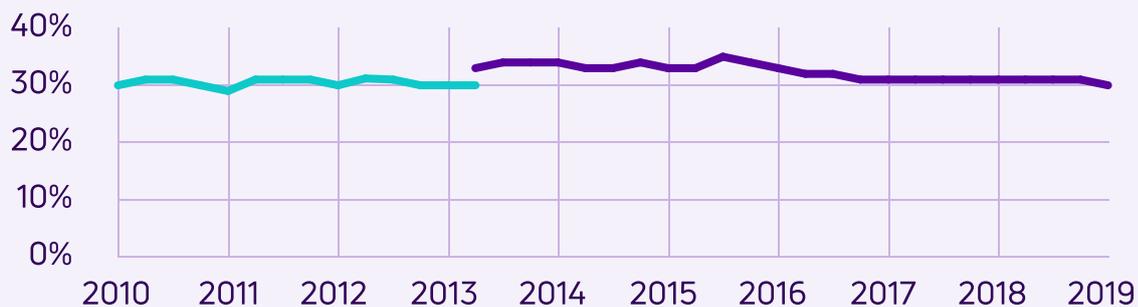
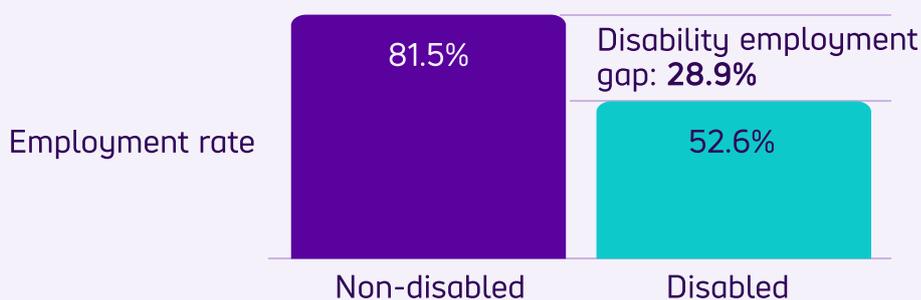


Figure 2: The disability employment rate today (5)



4 Source: From 2010 – 2012 the Labour Force Survey used the Disability Discrimination Act 1995 definition of disability. From April 2013 the Equality Act 2010 definition was adopted. The figures from 2013 onwards are therefore not directly comparable with those from 2010 – 2012

2. Get employment support working for disabled people by overhauling the Work Capability Assessment

Disabled people can face an array of barriers to work, from inaccessible public transport and inflexible working arrangements, to challenges getting the right qualifications, skills or work experience. When professionals assess disabled people for out-of-work support, they need to properly understand the whole range of barriers they face. But the Work Capability Assessment only looks at a limited number of factors, focusing purely on simple tasks disabled people can and can't do because of their impairments or conditions. A new assessment must be developed, which bases employment support on the challenges, goals and personal needs of disabled people.

Many disabled find that the Work Capability Assessment fails to identify the right employment support and causes them distress:

“It took them a year to call me and then on the morning of the tribunal, I got a phone call to say that it had been thrown out, don't even bother coming, it's a clear cut case because it was five weeks post brain surgery. They said yes, you are awarded everything – I got back pay to cover the year. Then they called me again for more medical things. I had three in all. The doctor said 'sit on the chair' and I was able to sit on the chair. The fact that the effort of getting to the assessment – I fell asleep in the waiting room and they had to come and wake me up – oh, that was completely ignored.”

Many disabled people feel that Work Coaches do not take into account their skills or experience:

“They're just focused on getting you any sort of work quick, as soon as possible. They don't think about what's suitable for you. (Work Coaches) would push me to do jobs that I'm not good at.”

3. Rebuild disabled people's trust in the welfare system by removing the threat of sanctions and conditionality

The threat of sanctions and conditionality has created a culture of distrust between disabled people and government, and there is no evidence that it has successfully motivated disabled people to move closer to work. To give out-of-work disabled people confidence in the system, the government must remove the punitive element of the welfare system and instead focus on boosting employment support. It's vital that the forthcoming Green Paper on disability benefits addresses this issue.

Work Coach discretion can lead to inconsistent approaches to sanctions referrals. Here, a disabled person recalls being too unwell to attend a work-focused interview.

“They then told me because in a year I'd not gone twice, if I did it again I would be sanctioned for ten days. You can only be sick twice. Luckily, ever since then... I've gone every time.”

Some disabled people choose to work when they are unwell, just to avoid dealing with Work Coaches:

“(Work Coaches) make you feel like you are making up your health condition... having to prove to people that you are sick when you are taking 17 different medications a day. I had gone back into work... only because I was fed up looking over my shoulder about what the government's paying me so I was determined to stay in work and get through that period...”

Some disabled are so fearful of engaging with Work Coaches they will make huge financial sacrifices to avoid it:

“There was no way I was going to go to try and claim any sort of benefits.. I just couldn't [face] having someone hassle me... I left (my job), and self-funded myself for two years. Sold my house and paid for it.”

4. Ensure Universal Credit works for disabled people by reintroducing premiums and ending the five-week wait

As Universal Credit is rolled out across the country, it's vital disabled people are not left out of pocket due to faults in the system. A previous government commitment stated that no disabled person would be left worse off after they move to Universal Credit. This commitment must be upheld. Specifically, we are calling for government to develop a new component to Universal Credit to offset the loss of disability premiums.

We are also calling for an end to the five-week wait for Universal Credit, as we know it can rob disabled people of a vital income to cover essentials like rent, food and bills.

Jason's story of moving to Universal Credit:

"I have temporal lobe epilepsy and became unable to work in the year 2000. More recently I have developed severe spinal issues and significant multi-level degeneration to my cervical spine. My health declined further in 2017 when I developed double pneumonia.

"I stand to be £750 per month worse off through moving to Universal Credit. When I realised how much the migration to Universal Credit was going to put me out of pocket, I immediately rang the DWP. A supervisor told me once the process of Universal Credit has started it can't be stopped and I will be back paid at some point. Great, I'll eventually get about £3,000 in back pay, but that will unfortunately come too late for me.

"I am looking at the prospect of having to move into my mother's house, which I do not really want to do. With my current level of savings, I have approximately five weeks before I fall into severe financial difficulties. I have financial commitments and the implications of missing payments will reflect poorly upon my credit history already and follow me for another six years, all of which have a negative impact upon the ability to raise finance, secure accommodation, and in some circumstances gain employment.

"I have no idea how detrimental this will all be to my health, as stress triggers my epilepsy and I'm very, very stressed already."

5. Build a new recruitment and workplace culture by introducing disability employment reporting

The success of Gender Pay Gap Reporting has shown us that what gets measured gets done. We are calling for the next government to legally require all large employers to gather data and report on the numbers of disabled people in their workforces, reasonable adjustments satisfaction rates and levels of pay.

Disability employment reporting would give employers the insight to identify the obstacles that prevent disabled people from staying and progressing in work, and the requirement to be transparent would encourage them to improve their policies. We believe that this would significantly improve disabled people's employment opportunities.

6. Enable disabled people to manage fluctuating conditions and phase back into work easily by reforming Statutory Sick Pay

On average between 2013 and 2018, for every 100 disabled people who moved into work, 120 left (6). We are calling for the government to change the law around Statutory Sick Pay (SSP), so that people who become too unwell to work, or who have conditions which fluctuate, receive decent, flexible financial support when they need it. This will allow people who become ill to phase back into work when they are ready to do so, rather than leaving employment altogether. It will also mean that people with fluctuating conditions have the right support to cope with periods of ill health.

Many disabled people find that the amount they receive from SSP is not enough to support them during periods of sickness:

“SSP wasn't making much of a difference (financially)”

Some choose to return to work when they should be recovering:

“I went back because otherwise money was going to dry up”

Some simply never take the sick leave they need, causing them problems in the workplace:

“I didn't take time off at the law centre when I probably should have because I was worried about affording living at that point... (but) I should have been taking leave because I wasn't working effectively, my health was getting worse and stuff was just going really wrong”.

6 Source: Analysis of the Labour Force Survey Two-Quarter Longitudinal dataset between October 2016 and March 2017

Making travel fair for disabled people

Disabled people have been let down for too long by a patchwork of provision and regulation, which makes it hard to know what they should expect from transport providers and how to make sure they understand where to go and what they can expect if things go wrong with their journey. Scope believes that transport providers, regulators and the government must work together to tackle the stark inequality which persists across our public transport system.

A survey of 2,004 disabled adults carried out by Opinium found:

- 80 per cent of disabled people felt anxious, 79 per cent felt stressed and 56 per cent felt scared using or planning journeys on public transport.
- Almost half (45 per cent) had experienced negative attitudes from staff and other passengers including nasty looks, tuts and sighs, touching, pushing, negative comments and being ignored.
- Two thirds (66 per cent) of disabled people had experienced problems relating to their impairment when using public transport in the past year.
- More than a quarter (29 per cent) had to change their plans as a result, and one in three (31 per cent) said they had to rely on someone else to help them.
- Over half (56 per cent) of disabled people would like to know more about their rights as a passenger with a long-term impairment or condition.

Create a culture of accountability and transparency by launching a new Passenger Charter

Scope is calling for a new Passenger Charter across all public land transport. This would provide clarity for disabled passengers on exactly what to expect from all transport providers by clearly setting out their rights on public transport. It would create a culture of accountability and transparency, increasing disabled passengers' confidence in transport providers.

Hold transport providers to account by setting up a single transport regulator

Scope is calling for a single transport regulator to be set up to hold all transport providers to account. This would build on the ethos of the Inclusive Transport Strategy, making regulation more streamlined and simplifying the complaints procedure for passengers when things go wrong.

Addressing the extra costs faced by disabled people

On average, disabled adults face extra costs of £583 a month even after they have received welfare payments designed to meet those costs. These extra costs are driven by the excessive payments that disabled people end up making for essential goods and services. The pressure of trying to meet these extra costs hinders disabled people's ability to move into work. It makes it harder to build savings and plan for the future. In short, it makes it harder for disabled people to participate fully in society.

- On average, face extra costs of £583 a month.
- On average, a disabled person's extra costs are equivalent to almost half of their income (not including housing costs).
- One in five disabled people face extra costs of more than £1,000 a month. Disabled people's money doesn't tend to go as far.
- On average, £100 for a non-disabled person is equivalent to just £68 for a disabled person (7).



Work with regulators and the energy industry to lower the extra costs faced by disabled people

Disabled people tend to face higher energy bills. While some support is available to help cover these costs, eligibility for schemes such as the Warm Home Discount is often patchy. The government must work with regulators and the energy industry to ensure that all those who face extra costs are eligible for the support they need to pay their bills.

Digital exclusion and inaccessible websites also mean that disabled people can find it more difficult than non-disabled people to lower their bills by shopping around. The government must work with suppliers and price comparison websites to improve online accessibility and give regulators responsibility for enforcing standards when necessary.

Provide disabled people with the right support to cope with extra costs by reforming Personal Independence Payments (PIP)

PIP plays a vital role in levelling the financial playing field between disabled and non-disabled people. But many disabled people tell us that it does not go far enough. Even after receiving disability benefits such as PIP, disabled adults face average extra costs of £583 per month. This is largely because of an assessment process that fails to accurately identify the extra costs faced by disabled people.

While the assessment would recognise the cost of home adaptations required by someone with Cerebral Palsy, for example, it wouldn't capture the extra costs they might face as a result of having to replace shoes frequently due to the nature of their movement. Although government has made some welcome improvements to the way that PIP is delivered, it will take more comprehensive change to ensure that PIP is fit for purpose. Government must overhaul the assessment process so that disabled people receive awards that accurately reflect the extra costs they face.

Ensuring disabled children get the best start in life

All parents want the best for their children. With overwhelming evidence that children's life chances are heavily predicated on their development in the first five years of life, it's crucial that children and their families receive the right support from the start.

Scope is a member of the Disabled Children's Partnership, a coalition of 70 organisations campaigning for disabled children, young people and families. With the Disabled Children's Partnership we are campaigning for vital changes to government policy.

Rescue children's social care by filling the £434 million funding gap

The Disabled Children's Partnership has identified a £434 million funding gap in children's social care. That means that every day disabled children are missing out on £1.2 million of support from authorities. This is preventing disabled children living their best lives and is driving their families into the ground – incurring greater costs for health and social care in the long-term. It's vital the government acts quickly to plug the funding gap.

Appoint the first ever Minister for Disabled Children and Families

Ministerial responsibility for families with disabled children spans an array of government departments with no single point of accountability. This is causing families to feel there is nobody in the government standing up for them. A new ministerial role would provide a focal point within government to champion issues facing disabled children and their families, bringing together relevant departments and bodies to drive the positive changes that they need.

Improve health and social care services for disabled children by providing an early intervention and family resilience fund

The Disabled Children's Partnership is calling on the government to set up an Early Intervention and Family Resilience Innovation Fund. This would support projects that transform disabled children's health and social care by fixing problems early, and by focusing on the family as a whole.

- 34 per cent of parents of disabled children aged five years and under would like counselling during the diagnosis process.
- 41 per cent of parents of disabled children aged five years and under were not offered any emotional support during the diagnosis journey for their child.
- 25 per cent of parents of disabled children aged five years and under became more isolated as a result their child's journey through diagnosis (8).



8 Source: Polling was conducted by Opinium between 18 to 25 May 2018 with representative sample of 200 parents of disabled children aged five years and under.

Creating a social care system that supports disabled people

More than 300,000 disabled people rely on long-term social care to support with things such as making meals, washing, or socialise with family and friends. If delivered well, social care can ensure that disabled adults are able to work, volunteer, socialise and play an active part in the community. We need to see a care and support system that works for disabled people. Disabled people who need this support aspire to live as full and independent lives as possible and to feel financially secure, and the care system should allow them to do so.

Scope is a member of the Care and Support Alliance, which represents over 80 of the UK's leading charities to campaign for a properly funded care system that works for disabled people, older people and carers.

Create a fair, effective and sustainable care system by meeting six tests

The government must bring forward a plan to create a fair, effective and sustainable care system with the following features, identified by the Care and Support Alliance:

- Risk must be pooled on a compulsory whole-population basis, funded through taxation.
- Care should be free at the point of use.
- There must be an independent, standardised national eligibility threshold and assessment process for social care.
- Eligibility should be set at a 'moderate' level to enable those in need of community and preventative support to access it – any proposed solution must not tighten eligibility criteria or otherwise reduce access to social care.
- Any proposed solution must address the care and support needs of working-age sick and disabled adults as well as those of older people.
- Any proposed solution must ensure increased support for unpaid carers. For example: increased breaks and core support, including helping carers to juggle work and care and increased Carer's Allowance and carers' benefits.

Summary of policy calls

Below we have summarised the pledges that we believe the political parties must make to prove they are serious about creating a fairer society for disabled people:

Employment

- Adopt the disability employment gap as the formal measure for success, aiming to halve it in the long term.
- Get employment support working for disabled people by overhauling the Work Capability Assessment.
- Rebuild disabled people's trust in the welfare system by removing the threat of sanctions and conditionality.
- Ensure Universal Credit works for disabled people by reintroducing premiums and ending the five-week wait.
- Build a new recruitment and workplace culture by introducing disability employment reporting.
- Enable disabled people to manage fluctuating conditions and phase back into work by reforming Statutory Sick Pay.

Transport

- Create a culture of accountability and transparency by launching a new Passenger Charter.
- Hold transport providers to account by setting up a single transport regulator.

Extra costs

- Work with regulators and the energy industry to lower the extra costs faced by disabled people.
- Provide disabled people with the right support to cope with extra costs by reforming Personal Independence Payments.

Disabled children and families

- Rescue children's social care by filling the £434 million funding gap.
- Appoint the first ever Minister for Disabled Children and Families.
- Improve health and social care services for disabled children by providing an early intervention and family resilience fund or substitute transportation.

Social care

- Create a fair, effective and sustainable care system by meeting six tests.




Bus Stop
LITTLE SNORING
opposite Green Man
towards Holt
traveline
0871 200 22 33
www.traveline.gov.uk
text enlarged to 84208 for low text size

LOWGLANCE

Bus Stop Information

Route	Destination	Time
1	Holt	08:00
2	Holt	08:30
3	Holt	09:00
4	Holt	09:30
5	Holt	10:00
6	Holt	10:30
7	Holt	11:00
8	Holt	11:30
9	Holt	12:00
10	Holt	12:30
11	Holt	13:00
12	Holt	13:30
13	Holt	14:00
14	Holt	14:30
15	Holt	15:00
16	Holt	15:30
17	Holt	16:00
18	Holt	16:30
19	Holt	17:00
20	Holt	17:30
21	Holt	18:00
22	Holt	18:30
23	Holt	19:00
24	Holt	19:30
25	Holt	20:00
26	Holt	20:30
27	Holt	21:00
28	Holt	21:30
29	Holt	22:00
30	Holt	22:30

We're Scope, the disability equality charity. We won't stop until we achieve a society where all disabled people enjoy equality and fairness.

We use our collective power to change attitudes and end injustice. And we campaign relentlessly to create a fairer society.

[scope.org.uk](https://www.scope.org.uk)



@scope



@scope



@scopecharity

SCOPE



Equality for
disabled people