

## Our Manifesto for Inclusion

Despite being rich in natural resources, talent and cultural heritage, Scotland remains scarred by poverty, inequality, discrimination and exclusion. One of the groups worst affected is disabled people.

We are still largely excluded from many areas of Scottish economic, political and social life. At every stage of our lives we face barriers to inclusion.

We are more likely than non-disabled people to be bullied at school and to be living in poverty. We are less likely to be in employment and to hold elected office. Too often we have no voice and no choice. This situation cannot be allowed to continue.

To shape policies so they change our lives for the better means working in co-production with disabled people. Only we know what we want, need and aspire to. Only we have the lived experience of what works to remove the barriers we face – and what doesn't.

Our vision for an inclusive Scotland is of a country where everyone has equal opportunity to contribute whatever they can, thereby enriching all aspects of society.

In an inclusive Scotland, diversity is celebrated and equality actively promoted. Barriers to participation are removed. Disabled people get the support they need to lead their lives to the full, as they choose, just like anyone else.

Our members, disabled people and their organisations, made suggestions that could help transform Scottish society and make it more inclusive. This Manifesto for Inclusion sets out their ideas and provides some background facts and figures.



# 1

## Disabled people and their organisations must be properly resourced to participate in Scotland's Democratic Renewal

### The problem:

- Disabled people face additional barriers to participating in community and public life, including holding elected office.
- Only 3 out of 129 Members of the last Scottish Parliament self-identified as disabled even though disabled people make up one in five of the Scottish population.

### Our Solutions:

- Recognising the right of disabled people to participate in political and public life and the value of their potential contribution and lived experience, with the proper resourcing of disabled people's organisations.
- A Scottish Parliament Intern Scheme for disabled people
- All MSPs to commit to Disability Equality Training

# 2

## A publicity campaign to tackle negative public attitudes towards disabled people

### The Problem:

- Disabled people are more likely than non-disabled people to be bullied at school or face harassment when going about our daily lives.
- The number of reported cases of disability hate crime is increasing, and disabled women are more likely to be victims of gender related violence.
- Fifty percent of disabled people responding to a survey by disability charity Scope reported an increase in hostile attitudes towards them.

### Our Solutions:

- As a matter of urgency, negative attitudes towards disabled people must be challenged by Scottish Government.
- Working in and with schools so children develop positive attitudes towards disabled people.

### 3

## **Social Care should support disabled people's participation in all aspects of Scottish society**

### **The Problem:**

- Raising of eligibility criteria, restricting social care support to 'life and limb' cover
- Care assessments governed more by budgetary considerations than the outcomes disabled people want to achieve.
- Care charges rising far faster than the rate of inflation.

### **Our Solutions:**

- An end to social care charges
- The establishment of an independent Commission to examine the role and funding of social care
- New regulations on the portability of care packages, to ensure that disabled people can choose where they want to live.

### 4

## **A new Scottish disability benefit system that respects disabled people's human rights and helps to meet the extra costs of disability.**

### **The Problem:**

- Over half of the £22 billion of the cuts to benefits between 2010 - 2015 fell on disabled people and their families.
- Nearly half (47%) of all Scots disabled people on the Higher Mobility part of Disability Living Allowance (DLA) will lose that when they are re-assessed for Personal Independence Payment (PIP)
- Disabled people are being subjected to more humiliating, stressful and punitive assessment procedures.

### **Our Solutions:**

- The new Scottish disability benefit system to be designed in coproduction with disabled people.
- Replace the inhumane, expensive, error-ridden assessment regime.
- All benefit claimants, including disabled people, to be treated with dignity and respect.

# 5

## Disabled people who want to work should receive the support they need.

### The Problem:

- Only 43% of Scottish disabled people of working age are in work compared to 80% of non-disabled people.
- In 2012/13 just 63 out of 25,691 (0.2%) Modern Apprenticeships went to young disabled people.

### Our Solution:

- Internships and Apprenticeships for young disabled people should be established in every Scottish Government Department, NHS Board and Local Authority.
- Scottish Government should actively promote the Access to Work scheme to employers and disabled people.
- When public bodies buy services they should require those delivering the services to provide better employment opportunities for disabled people.
- A new Scottish Employment Programme should be established to replace the discredited and ineffectual Work Programme.

**More information on each of these 5 Asks is available as a separate briefing paper.**



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**Our voices ■ Our choices**

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