

Manifesto Briefing

3 Ensure equal access to education and jobs for disabled people, particularly disabled young people.

What disabled people's lived experience tells us:

- “Concerned that I will have to make the decision to put myself at risk or lose my job.”
- “All the simple adjustments to enable distance working that I'd previously been told were impossible have started to be made.”
- “My son has ASD and self-harms/has suicidal thoughts. He is also really volatile and can hit out. He has no support at all now, as his main support was a school counsellor.”

What disabled people want:

- The Scottish Government to remove employer-based barriers to disabled people, working with employers to encourage flexibility in working hours and arrangements that recognise the individual needs of disabled people.
- Disabled people to be a priority group for access to the Young Person's Guarantee and employability support schemes to be designed with disabled people.
- Education that is inclusive for all and each disabled child and disabled young person to receive appropriate care and support before, and during, the transition to adulthood.

The Labour Force Survey figures shows that only 46% of disabled people of working age are in employment. In comparison the employment rate of non-disabled people is 82%.

School leavers who had additional support needs are more than twice as likely to be unemployed, or workless (12.1%), than those who have no disability (4.7%). By the age of 26 young disabled people are four times as likely to be unemployed than their non-disabled peers.

Employability of disabled people is too often put down to something to do with the disabled person themselves. This fails to address the barriers put in our paths, such as employers failing to make reasonable adjustments to workplaces because of fear of costs, lack of awareness, discriminatory policies and practices and assumptions about what we can or cannot do.

Impact of Covid-19:

Any negative impact on the overall employment rate arising from the COVID19 emergency is likely to be disproportionately felt by disabled people, particularly young disabled people, and to be of a more prolonged nature.

Covid-19 lockdown has shown that employers can put in place simple adjustments to make it easier for disabled people to work.

During lockdown many of the services disabled children rely on to support their daily living like social care support, physiotherapy, occupational therapy, speech and language therapy, pain management provision, child and adolescent mental health support (CAMHS), and additional support for learning when in school have been reduced or have stopped completely.

Rights and Renewal:

Disabled People's Organisation (DPO) provided employability support not only works with disabled people but with employers. Identifying and addressing any barriers to disabled people from how jobs are advertised, interviews, physical and informational barriers and how attitudinal barriers held by employers can also be overcome.

Employability schemes run by DPOs such as the internship programmes run by Glasgow Centre for Inclusive Living and Inclusion Scotland have a much higher success rate in placing disabled people in employment and supporting them in sustaining it.

The Young Person's Guarantee Scheme must recognise and address the disproportionate impact that the rise in unemployment is likely to have on young disabled people by prioritising their early access to the scheme and that it is fully inclusive and accessible to them.

Young disabled people require support in different areas of their lives, including the move from school or college, or the transfer from child to adult services. Support for transition should be a statutory right.

Visit our website www.inclusionScotland.org/manifesto2021 to show your support for our manifesto. Easy Read, large print and BSL versions of the manifesto and separate briefings on each of the manifesto's Five Asks are available on our website.

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