

No clear path

The experiences of disabled people in Scotland



Easy Read



What this document is about



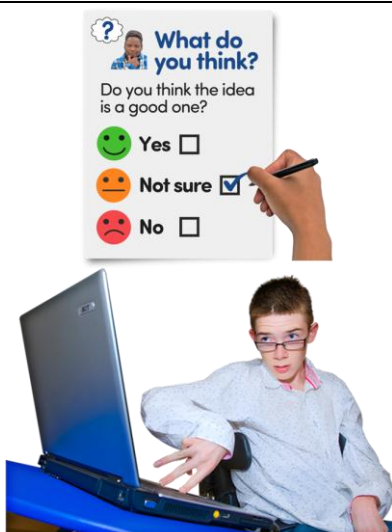
This is an Easy Read document about being **denied the right to work**.

This means being stopped from having a job.



Inclusion Scotland is a Disabled People's Organisation (**DPO**).

DPOs are led by disabled people and work to make life better for disabled people.



Inclusion Scotland had an online survey in June 2025.

It asked disabled people what they thought about the UK Government's Pathways to Work **Green Paper**.



A **Green Paper** is a Government report that gives details about changes they would like to make to policies including:

- Personal Independence Payment (PIP)
- Universal Credit
- and the Work Capability Assessment



22 people replied to the survey.



The things that people told us in the survey are very like the things people told us in other ways.



They tell us about the things that disabled people are worried about.



Most people who answered the survey said that that the changes will:

- harm disabled people
- make people's health worse
- make it harder for disabled people to be independent and to have jobs
- make **poverty** worse



Poverty means not having enough money to pay for basic things like food, heating or housing.



People who answered the survey were very worried about losing financial support like PIP and the health part of Universal Credit.

Many people need this money for basic living costs and to pay for things they need for their disability.



To be able to get PIP there is a rule of 4 points in 1 category.

This rule is seen as:

- having no real reason for it
- treating people unfairly
- leaving out people with health conditions or disabilities that:
 - are very complicated
 - change over time

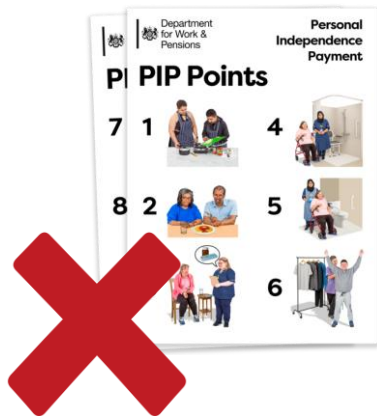


People thought it was unfair to give less Universal Credit money especially for people under 21.



People who thought this was unfair said that:

- disability can happen at any age
- living costs are not lower for younger people



Some people were pleased that the Work Capability Assessment had been stopped.

Most people thought that it is not fair to only use PIP rules to decide if someone is fit to work.



Being able to do daily living activities does not show how well someone could have and keep a job.



Many people thought that the UK Government wants to make changes to the benefit system because they want to cut costs.



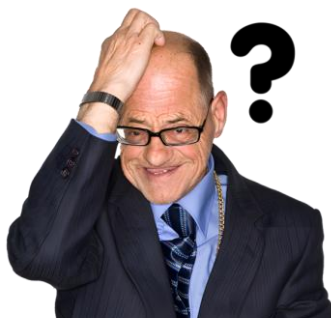
They do not believe the UK Government want to change the benefit system to give better support to disabled people.



They thought the real barriers to work were:



- employers treating people unfairly
- workplaces that are not accessible
- delays in Access to Work support
- not having enough jobs that are **flexible**

Flexible working suits an employee's needs like having flexible start and finish times or working from home.




People thought that Access to Work:

- was a very important benefit
- had too many rules and too much paperwork
- does not have enough money or staff
- staff do not know enough about disability

	<p>People who answered the survey wanted changes to welfare to be co-produced with disabled people - this means done in partnership with disabled people.</p>
	<p>This would make sure it:</p> <ul style="list-style-type: none"> • treated people fairly and with dignity – this means in a way that is as thoughtful as possible • followed the social model of disability – this means that people are not disabled by their medical condition - they are disabled by physical and social barriers in everyday life

Recommendations for the UK Government

	<p>Recommendations are what we think should happen.</p>
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1. Stop the planned rules that mean:

- less people can apply for the health part of Universal Credit
- people get less money for the health part



If this is not stopped it would:

- put more people into poverty
- harm health
- stop some people from getting jobs



2. Make changes to welfare reforms with disabled people when they are:

- designed
- tested
- checked to see if they are working well





3. Have 1 simple assessment instead of many stressful assessments that ask the same questions and do not work well.



4. Make sure that health conditions that change over time are fairly assessed.

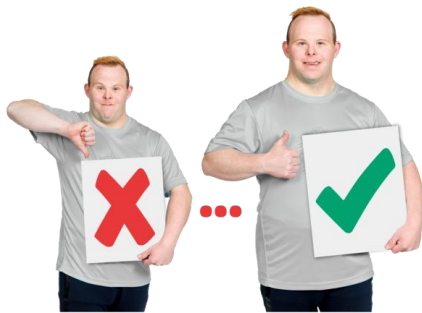


5. Put money into dealing with things that make it difficult for people to get jobs like:



- people being treated unfairly in the workplace
- transport, housing and healthcare that is not accessible





6. Make Access to Work better by:

- having less time to wait to get the benefit
- having less rules and forms
- having more funding and staff training



7. Agree to:

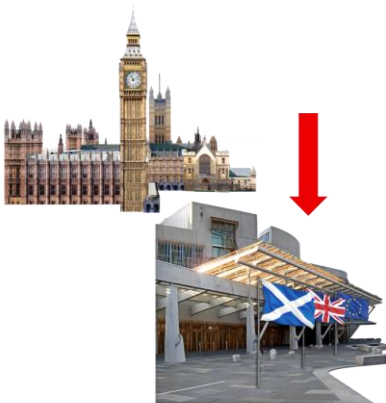
- stop using **stereotypes** – this means set ideas about groups of people that are not true
- not use offensive language
- promote the voices of disabled people



We are also asking the Scottish Government to have ways to deal with the harms from the proposed welfare changes.

Recommendations for the Scottish Government

 	<p>1. Agree to protect Adult Disability Payment from the PIP changes planned by the UK Government.</p> <p>Do this in a way that protects the human rights of disabled people.</p>
 	<p>2. Work with DPOs to make changes to employment support.</p> <p>Make sure there is money for:</p> <ul style="list-style-type: none">• skills training• supported employment – this means ways to support disabled people to get and keep jobs• things that encourage employers to give jobs to disabled people



3. Work with the UK Government to **devolve** parts of Access to Work.

Devolved means powers have been transferred from the UK Parliament.



Or develop a Scottish version of Access to Work that:

- gets people through the system more quickly
- is more accessible
- works closely with employers



4. Work to have accessible public services like transport and adapted housing, to make sure that more disabled people have:

- independent living
- jobs

	<p>5. Make sure that all Scottish Government roles are accessible, flexible, and inclusive.</p>
	<p>6. Make sure that policies follow the social model of disability.</p> <p>Put money into dealing with the things that make it difficult for disabled people.</p> <p>7. Tell more people about:</p> <ul style="list-style-type: none"> • the talents of disabled people and how they can use them • things that disabled people have achieved • the rights of disabled people

And finally...



The survey results show that there is a big difference between:

- the lives and experiences of disabled people
- and how the UK Government want to change things

The survey results show that the changes would not make it easier for more people to get jobs.



The changes would risk:

- making inequality worse
- making it more difficult for disabled people to be independent
- the rights of disabled people