

CAPITAL CITY PARTNERSHIP



## **DISABILITIES SUMMARY (2008)**

**Compiled by Stephen McMurray**

## Introduction

This summary updates information presented in ‘The Position of Joined up for Jobs Target Groups’ report in 2005. This report considered each target group and in addition to the categories below included; overlaps between the different target groups, perceived gaps in service provision, information gaps, and conclusions and recommendations. This report is available from CCP.

## Scope

The Annual Population Survey in 2007 gives a figure of **52,300** working aged people in Edinburgh with a disability. Disability obviously covers an enormous number of conditions, from arthritis, blindness, ADHD, wheelchair users etc. Generally they are classified into; physical disabilities, mental health problems and learning disabilities, though within these classifications there are substantial differences. Similarly, there will be enormous differences in the severity of the disability and ability to participate in employment.

<u>TARGET GROUP</u>	<u>NUMBER IN EDINBURGH</u>	<u>NOT WORKING</u>	<u>SOURCES</u>
Disabilities	Likely to be around <b>50,000</b> working age	<b>22,299</b> on IB/SDA	Annual Population Survey 2007, DWP 2007

## Definition

The Disability Discrimination Act (DDA) defines someone as having a disability if they are physically or mentally impaired, which has a substantial, long-term (has lasted 12 months or is likely to last more than 12 months) adverse effect on day-to-day activities (DRC).

## Employment

The Annual Population Survey in 2007 states that **28,100** people with disabilities are in employment in Edinburgh – an employment rate of **53.7%**

## Benefits

### **IB/SDA CLAIMANTS IN THE CITY OF EDINBURGH (MAY 2007 – By principle disability)**

Physical Disabilities	<b>11,081</b>
Mental Health Problems	<b>10,279</b>
Learning Disabilities	<b>939</b>

Source: DWP

## Barriers to Employment

- Strategic issues around fragmented service support.
- Issues around service provision in relation to some areas being under resourced and lack of joined up working.
- Issues around confusing benefits system and fear of losing them if job fails.
- Issues around negative employer attitudes, poor awareness and recruitment practices in relation to people with disabilities.
- Transport problems.
- Many people with disabilities do not have an educational qualification.
- Some disabilities only become apparent when a person starts work.

## Employability Services

The following are general support organisations:

- **Jobcentre Plus** –  
Job Introduction Scheme (*offers employers a weekly grant for the first few weeks*),  
Access to Work (*provides practical help and support to employers and disabled people and can pay a grant for any adaptations that may be required*),  
Work Preparation (*helps identify suitable employment and provides work experience in a work environment*),  
Workstep (*provides job support to disabled people in getting and keeping a job*),  
Disability Employment Advisors (*provide specialised support*).
- **City of Edinburgh Council, Supported Employment Team** – Includes Workstep and Open Employment Scheme.
- **WorkDirections** – Holds the contract for Pathways to Work (PtW) for Incapacity Benefit claimants.
- **Capability Scotland** – Includes Workstep and Work Preparation.
- **Employment Opportunities Scotland** – Job Ready course and Workstep.
- **Intowork** – Supported Employment Services.
- **Remploy Interwork** – Workstep.
- **Leonard Cheshire** – Workability programme, includes computer equipment, training and help to find a job.
- **Women onto Work** – Specific courses for women with a disability.

## Further Reading

Berthoud (2006) The employment rates of disabled people, DWP report 298, London.

Evans (2007) Disability, Skills and Work: Raising our ambitions, SMF, London.

Riddell and Banks (2006) Disability and Employment in Scotland, Scottish Executive, Edinburgh.

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