

## Information for employers

### Specialist support: applying diversity

*A diverse workforce is a resource rich workforce ...but sometimes it takes a little extra support to release the potential*

#### Disability in the workforce

How many people in the UK workforce are disabled? According to The UK's Office for National Statistics:

- 19% of people of working age have a disability. That's almost one in five!
- Only half of disabled people of working age are in work (50%) compared with 80% of non-disabled people of working age.

Disabled people are more than twice as likely as non-disabled people to have no qualifications

- Their average gross hourly pay is £10.31 compared to £11.39 for non-disabled employees. *Shaw Trust Ability at Work 2008*

With a little imaginative support and training many of these could find useful fulfilment. Did you know that only 20% of those who have a speech impediment, and want to work, have found work? Only half of those who have limb conditions and want to work are actually in work. Just 63% of those who have a skin condition but want to work are in employment.

#### What support is available?

- The Employers' Forum on Disability offers help and advice to employers and their disabled staff - [www.employers-forum.co.uk](http://www.employers-forum.co.uk).
- The Disability Employment Adviser at Jobcentre Plus is there to advise.
  - The Work Preparation Programme is designed to give disabled people an opportunity to try out different types of work to assess what they and the employer might be comfortable with.
  - Access to Work (AtW) helps by contributing to costs incurred by employing someone with a disability contributing up to 100% of approved costs – for more information go to Jobcentre plus.
  - The Job Introduction Scheme can provide a weekly grant (for 6 wks) towards training or support.
  - WorkStep is an individually tailored programme of support for an employer with an employee with more complex needs

#### What can the employer do to help?

- Make the workplace accessible
- Provide appropriate training
- Identify a mentor or specific support colleague
- Provide training material in appropriate format

- Train other staff to understand both the strengths and limitations of a disabled staff member
- Build on strengths and identify potential.
- Meet all the requirements of the Disability Discrimination Act

### **How will the college or university support a student with a disability?**

- Specialist information and guidance on course choice
- Tutor support during the course
- Suitable materials, for example, computers, calculators, audio-visual material

See information sheets on Disability Support in Higher Education, Disability in Further Education on the Learning Opportunities in the South East website:

<http://www.learning-opportunities.org.uk>

### **Further information**

Access to Work Advisers, Business Centres South East, Norfolk House, High St., Shoreham by Sea, BN43 5EN, Telephone: 01273 364750

Employers' Forum on Disability. Helpline 020 7403 3020

Jobcentre Plus Employer Direct Helpline 0845 601 2001

<http://www.businesslink.gov.uk>

The Disability Partnership holds Leadership Development Programmes 'to nurture leadership potential in talented disabled people.' <http://www.thedisabilitypartnership.co.uk>