



The Scottish Parliament
Pàrlamaid na h-Alba

Disability employment gap inquiry report

What we found out from our inquiry



Easy read booklet

Who we are



The Scottish Parliament
Pàrlamaid na h-Alba

We are the **Economy and Fair Work Committee** of the **Scottish Parliament**.



We meet to talk about the **economy**, **employment** and **barriers** to getting a job.



The **economy** means how money is made and spent in a country.

Employment means when people have a job.

Barriers are things that get in the way and make it harder to do things in life.



A **committee** is a small group of people who are **Members of the Scottish Parliament** also called **MSPs**.



The Scottish people decide who is an MSP by voting for them in elections.



The **Scottish Parliament** makes laws in Scotland.



Laws are rules that tell people what they can or cannot do.



It also checks what the **Scottish Government** is doing.



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The **Scottish Government** decides how to run the country.



The Scottish Government and the Scottish Parliament are separate organisations.

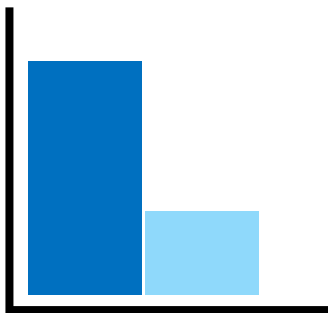
What this booklet is about



We know it is harder for disabled people in Scotland to get a job than it is for people who are not disabled.



The **employment rate** for disabled people is much lower than it is for people who are not disabled.



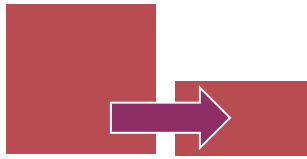
The **employment rate** is a way to measure how many people have a job and how many people do not have a job.



When the employment rate is lower for disabled people, it is called the **disability employment gap**.



The Scottish Government has an aim to **halve** the disability employment gap by 2038.



Halve means make something half as big.



We did an **inquiry** into the disability employment gap.

An **inquiry** is when we find out information about something.



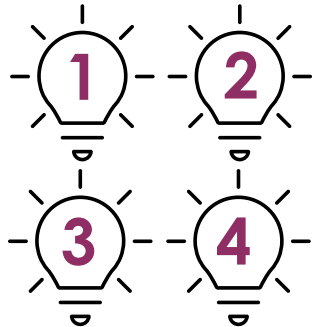
We wanted our inquiry to help us find out

- what support disabled people need to help them get good jobs that are right for them
- what needs to happen to halve the disability employment gap by 2038.

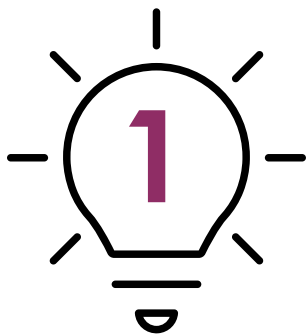


This booklet tells you what we found out from our inquiry.

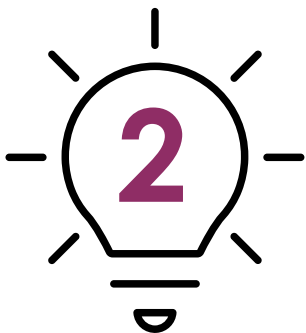
What our inquiry was about



Our inquiry was about 4 main ideas.



What support there is for disabled people to help them get jobs.

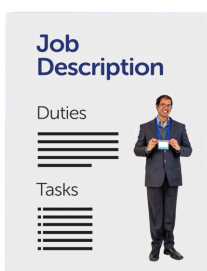


What support there is for employers to help them

- be more **inclusive** when they **recruit**
- have more inclusive workplaces.



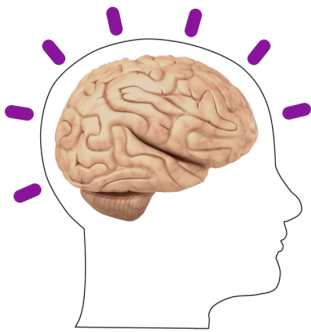
Inclusive means everyone is included, and no one is left out.



Recruit means how employers find, interview and choose new people for jobs.



What barriers there are for **neurodiverse** people when they want to get jobs.



Neurodiverse means your brain works in a different way from other people and this affects your daily life.

If you are neurodiverse, you might have learning disabilities or conditions like autism or ADHD.

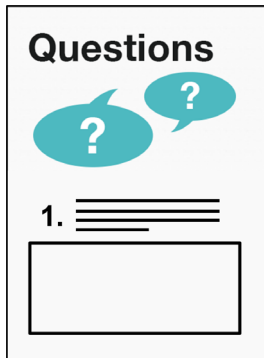


What support there is for young disabled and neurodiverse people as they **transition to adulthood**.



Transition to adulthood means the time in your life when you grow up and become an adult.

What we did for our inquiry



We did a survey that asked questions about the 4 main ideas of our inquiry. 41 people completed the survey.



We had meetings with different organisations, including

- organisations that support disabled people
- councils
- **employability services**
- business organisations
- **academics**
- the Scottish Government.



Employability means things that make you right for a job, like exams you have passed or skills you have.

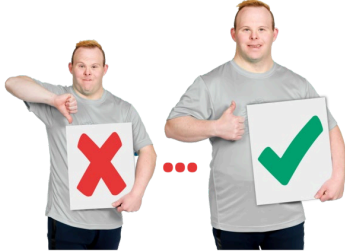
Employability services support people who are looking for jobs and employers who want to recruit.



Academics are people who teach or learn about something as their job.



We visited organisations that help disabled people **develop** their skills and find **sustained employment**.



Develop means grow and make better.



Sustained employment means a job that lasts for a long time and is right for you.



The organisations we visited included

- the National Autistic Society Scotland in Glasgow
- Enable and Dovetail Enterprises in Dundee
- the Giraffe Kitchen and PUSH Reuse Centre in Perth.



During our visits, we met people who use services, and staff who give services.



We also had a meeting in the Scottish Parliament with a group of young people and staff from the Usual Place in Dumfries.



We want to thank disabled and neurodiverse people who told us their stories and the problems they have.



What they told us helped us decide what questions to ask at **formal evidence sessions**.



Formal evidence sessions are official committee meetings where MSPs ask questions to members of the public, organisations and experts.



Thank you to everyone who helped with our inquiry.

What we found out from our inquiry



In everyday life

The Scottish Government has an aim to halve the disability employment gap by 2038.



We found out that to make this aim happen, the way people think about disabled and neurodiverse people in everyday life needs to change.



The changes need to happen in lots of different areas of everyday life, like

- government
- councils
- businesses
- employability services
- education.



These areas need to work together.



The changes should make the **experience** of trying to get a job better for disabled and neurodiverse people.



The **experience** of trying to do something means how it happens to you in your life.



Scottish Government aim

We found out that the Scottish Government's plan about their aim to halve the disability employment gap by 2038 does not have enough information.



The Scottish Government needs to make a better plan that shows

- numbers and facts to explain the ideas in the plan
- how the plan will happen
- how the plan will be paid for
- what changes will happen because of the plan.



Support for employers

We found out that most employers want to give jobs to disabled and neurodiverse people but are worried they will not know how to be a good employer to them.



This stops them doing it.



We found out that **guidance** about how to be a good and fair employer is sometimes hard to find or understand.



Guidance is information you can follow about the best way to do something.



The Scottish Government has said it will make a **fair work resource**. This will be guidance for employers about how to be fair when they recruit, and in the workplace.



- We want the fair work resource to
- talk about things that might stop employers giving jobs to disabled and neurodiverse people
 - be easy for employers to find and understand.

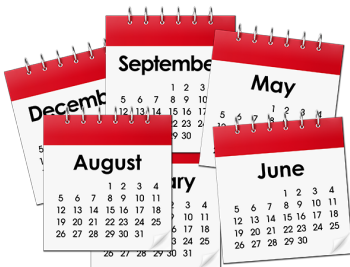


Access to Work scheme

The **Access to Work** scheme is a UK Government scheme that gives **funding** to support disabled people in the workplace, like to pay for special equipment.



Funding means an amount of money given for a certain thing.



We found out that

- it can take a long time to get a reply when you apply to the Access to Work scheme
- the **funding cap** for the Access to Work scheme can stop people getting what they need.



A **funding cap** is the most amount of funding you can get.



We found out that the Access to Work scheme does not work in a good way for people who are **self-employed** or **freelance**.



If you are **self-employed** or **freelance**, it means you earn money for each job you do and pay for things like tax, pensions and holiday pay yourself.



We asked the UK Government to say if they will look at the Access to Work scheme and fix the problems we found out from our inquiry.



Employability services

The Scottish Government has a new plan to make

- the way people get jobs fairer for everyone
- employability services better.



The plan is called **No One Left Behind**.

We found out that a lot of people think No One Left Behind is good.



The No One Left Behind plan says that local councils will look after employability services for their area.



We found out that people are worried some local councils will not be able to do what it says in the No One Left Behind plan.



We asked the Scottish Government to say how they will make sure all councils have the right support and information to follow the plan.



Funding

The amount of funding given to employability services by the Scottish Government for 2024 to 2025 is about 1 quarter less than for 2023 to 2024.



We asked the Scottish Government to say how it will give enough funding to employability services to make their aim to halve the disability employment gap by 2038 happen.



We found out that sometimes

- funding for employability services arrives late
- employability services only get funding for 1 year at a time.



This makes it hard for them to plan services and employ the right staff to give services.



Employability services would like to know how much money they will get for a longer amount of time so it is easier for them to plan.



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We asked the Scottish Government to say how it will make sure funding for employability services arrives on time and is planned for a longer amount of time.



JobCentre Plus

JobCentre Plus are places that give support and information to people who are looking for jobs.



There is a JobCentre Plus in lots of different places in the UK.



We found out that sometimes JobCentre Plus does not work in a good way for disabled and neurodiverse people.



We asked the UK Government and the Scottish Government to say

- how JobCentre Plus can work in a better way with Scottish employability services
- what training there is for JobCentre Plus staff about how to support disabled and neurodiverse people.



Transitions to adulthood

We found out that disabled and neurodiverse people do not always get the right support when they transition to adulthood.



We found out that people who give support, like teachers and careers advisors, might

- have too many people to support
- not have the right training to support disabled and neurodiverse people in the best way.



The Scottish Government has said it will make a **National Transitions to Adulthood Strategy**. This will be a plan about how to make support better for everyone.



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We asked the Scottish Government to

- include training for teachers and careers advisors in the National Transitions to Adulthood Strategy
- think about having people called **transitions coordinators** in schools.



Transitions coordinators will do work to make support better for everyone.

How to contact the Scottish Parliament



If you want to contact us

- call this telephone number
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If you want information in other languages or in British Sign Language (BSL) please just ask us.