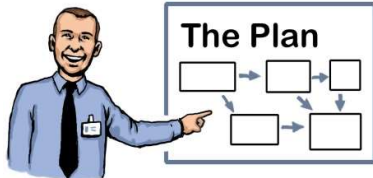
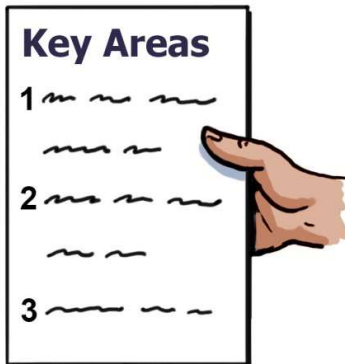


A Fairer Scotland for Disabled People: Employment Action Plan. How far have we come in 1 year?



The plan said how the Scottish Government will try to reduce the disability employment gap.

The disability employment gap is the difference between the rates of disabled people and non-disabled people in jobs.



There were 3 key areas to help reduce the disability employment gap:

- Supporting employers to employ disabled people
- Supporting disabled people to enter employment
- Young people and transitions.



This plan reports on these areas and changes in the disability employment gap. It also reports on progress and next steps.

Some good progress has been made in the first year. However this is a long term plan that requires ongoing work.



We face a difficult time in the economy after the Coronavirus. The Scottish Government will support workers and businesses. They will address inequalities in employment.

Supporting Employers to Employ Disabled People



Employers want to employ and keep people with the right skills. They need help to make this happen.

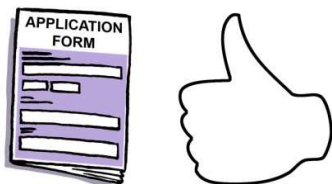
Progress made:



Printing a plan for Scottish Government to improve employment practices. Also a target for employing more disabled people.



Work so disabled people are on boards of public bodies. This is called representation.



Development of Social Security Scotland's Charter. The Charter explains what people can expect from the new system. It was made with disabled people.

Work by Social Security Scotland to support disabled people to apply for jobs with them.



Testing a programme that has 1 point of contact for disabled people who have lost their job or are at risk of doing so. Advice and information is also provided to employers.



We have made a Partnership to bring together government with the third sector and employers. This partnership wants to address gaps in employer knowledge in employing disabled people.

Supporting Disabled People to Enter Employment



A main aim of the plan is to support disabled people into employment that suits their skills and experience.

Progress made:



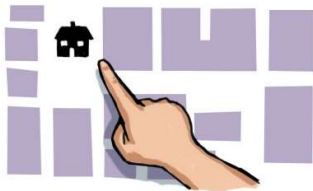
Scotland has a service called Fair Start Scotland. It aims to support people who want help to find and stay in work.



Access to Work
Making work possible

Access to Work provides support for disabled people to start and stay in work. The UK Government have control of this. We will ask that the Scottish Government control Access to Work.

At the moment we work with the Department for Work and Pensions to make sure disabled people know about the support they can get.



Agreements between local and national Governments to make improvements to the local area



Good transport is important to let people access employment. However travel can be harder for disabled people. We are making it more accessible.

Young People and Transitions



Disabled people aged 16-24 have the lowest employment of any age group. It is a key focus.

Progress made:



We have a plan to support young disabled people to move towards and into employment.

A Modern Apprenticeship allows people to work, learn and earn at the same time. We are helping young disabled people to get an apprenticeship.



We are developing guidance to improve the experiences of families across Scotland in transition.



The Developing the Young Workforce (DYW) group helps improve opportunities for all young people. The group will report what has been done to support disabled young people.

Measure Progress



We will use different ways to measure our aim to at least halve the disability employment gap.

We first measured the gap in 2016 – this is called our baseline year. Since then, the employment rate for disabled people has gone up.



The disability employment gap has gone down. We want it to keep going down.



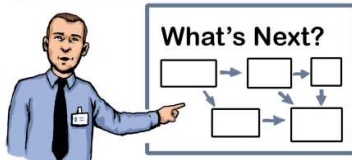
The employment rate of disabled young people has gone up a small amount since our baseline year.

The unemployment rate for disabled 16-24 year olds has gone down. But this is because more people are inactive. This means they are not in employment. They are not looking or able to look for work at the moment.



The average pay for disabled employees was lower than non-disabled employees. This is called the disability pay gap.

Next Steps



There has been good progress since the Employment Action Plan was written. There is still much to do. We will need leadership and action across all sectors.

After the Coronavirus we will need to decide what action is most important.

The main action we hope to do this year includes:



Starting an Access to Work Stakeholder Forum. This will give advice on how to improve the scheme Access to Work. Disabled people's organisations will be asked to take part in the group.

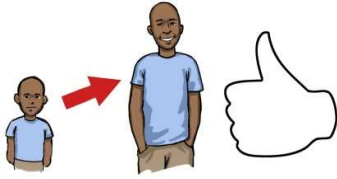


A new Parental Employability Support Fund. This will support people on low incomes and fight child poverty. It will help disabled parents and other groups who experience poverty.



Work on Supported Employment Review. Supported employment is where people learn on the job with support.

The Public Social Partnership will develop a programme of work to improve support for employers to employ disabled people.



Work to focus on transitions for young people.



We will continue to build on progress made. We will work with employers across the third, private and public sectors, employability service providers, disabled peoples' organisations and with disabled people. We will share learning and best practice.