

# The disability employment (and pay) gap

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**Are you being diversish?**



# Our mission

We find social entrepreneurs with bold solutions to today's challenges.

Through funding and support, we help them to realise their potential and create lasting change.



# Our three focus areas



## Solutions for an ageing society



We will support 50 social entrepreneurs to address the challenges of an ageing society.

## Access to employment



We will create 3000 jobs and training opportunities for those furthest from the labour market.

## Resilient communities



We will work with up to 50 underserved communities, unleashing the power of social leaders to transform where they live.

# The scale of the problem

- There are around 13.3 million disabled people in the UK (almost 1 in 5 of the population)
- Around 18% of working age adults are disabled, approx. 7.6 million people.
- 3.9 million disabled people are in employment, yet
- Just half of working-age disabled people have a job.
- The disability employment rate stands at just 52%. What about the other 48%?

(sources: Disabled Living Foundation & Labour Force Survey)

# And for those who are in work:

- Research from Scope found that a disabled person applies to 60% more jobs than a non-disabled counterpart before gaining access to a job.
- 20 per cent of disabled people go as far as hiding their disability from their employer.
- 48 per cent of disabled people have worried about sharing information about their impairment or condition with their employer

For every 100 disabled people who move in to work, 120 leave

(source: Scope July 2017)

# Our approach

1

**Test Good Ideas**

(Move fast and fix things)

2

**Scale What Works**

(Grow and accelerate impact)

3

**Get Others Involved**

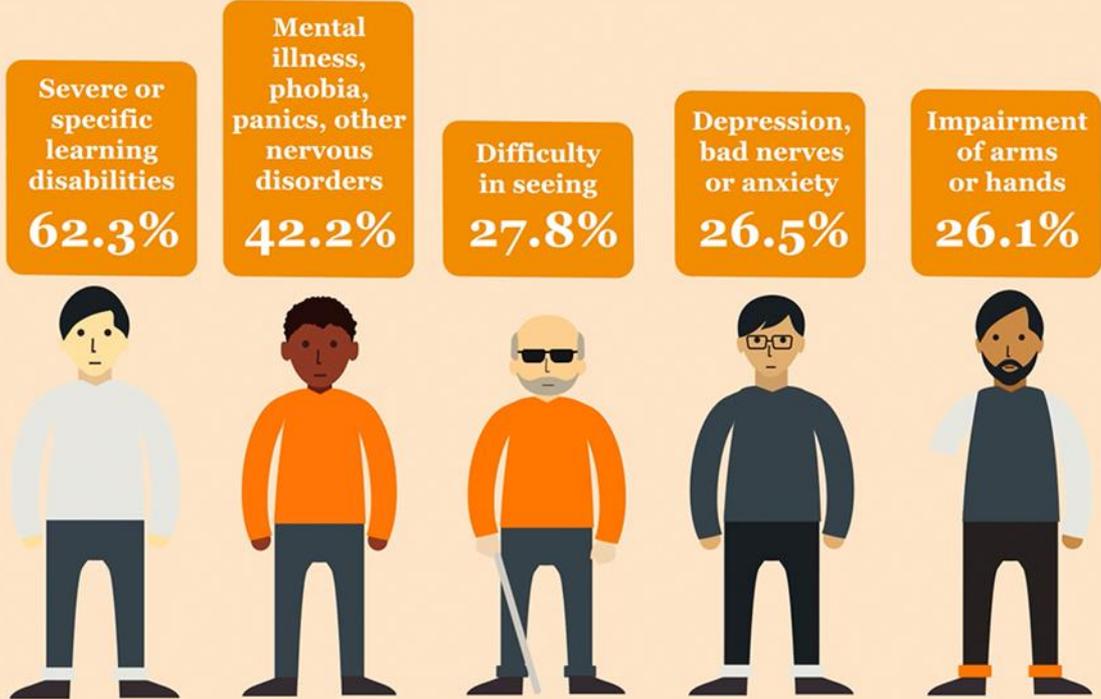
(Scope, VM, DWP, Advisory Group)

**SCOPE**

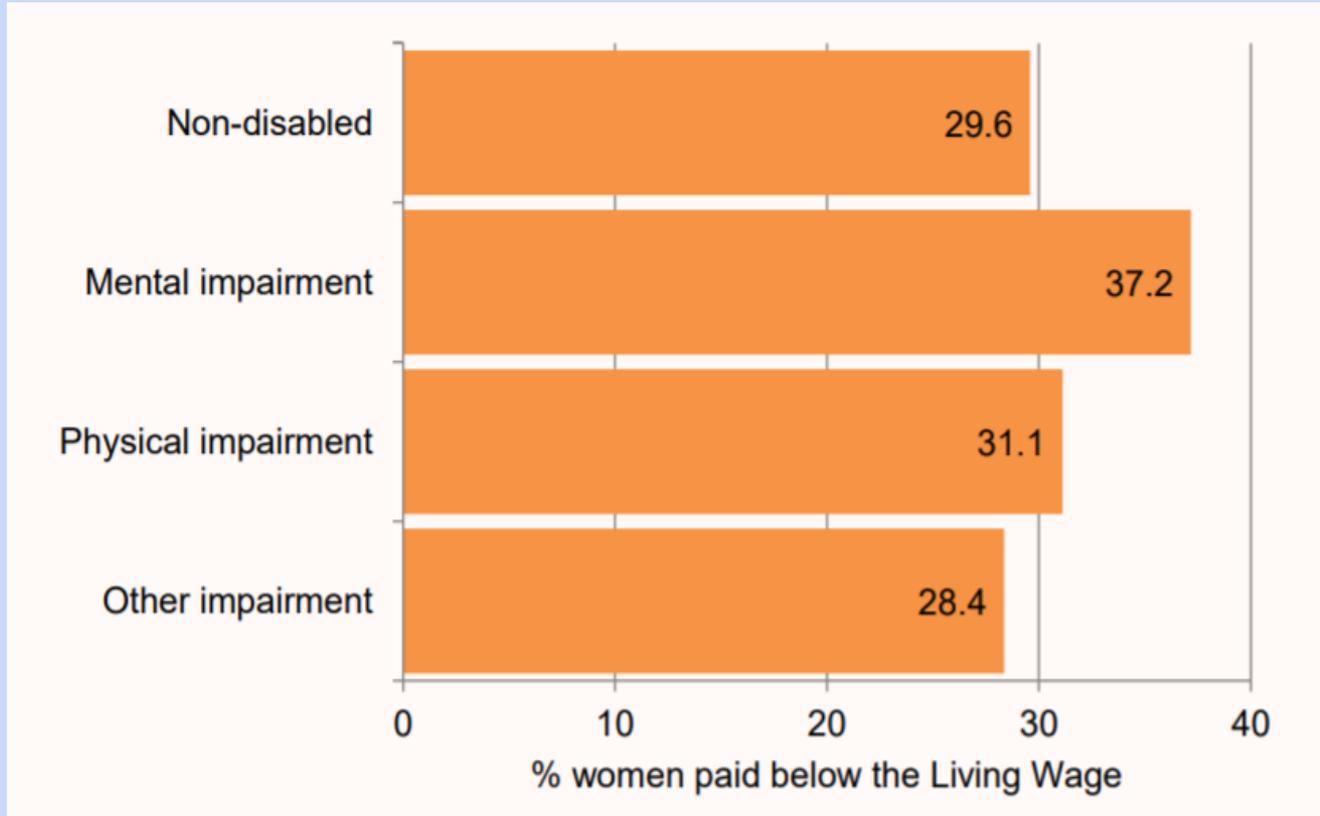
**= Equality for  
disabled people**



**Should you be recognised  
for assessing your disability  
pay gap in addition to your  
gender pay gap?**



# Percentage of women paid below the Living Wage by disability status



Equality and  
Human  
Rights  
Commission  
2017

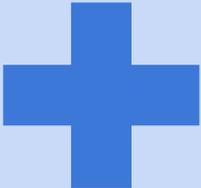


**How do you build trust,  
remove barriers, tackle  
disclosure rates, and  
strengthen your data?**

# Prepare for the journey -It could be a long one

- **Anticipate** - Assume that many people may have reservations to share, so signpost an anticipatory welcome!
- **Set a Disclosure Goal** - Positive cultural changes around disclosure can help to address mental health strain, long term absenteeism whilst strengthening retention and the voice of inclusion.
- **Inspire** - By inspiring an attitudinal, cultural shift and utilising an accessibility passport, you will be able to collect new data.

# Freedom of Movement - Accessibility Matters



# How do you achieve positive culture shifts to tackle the employment and pay gap?

- **Celebrate the difference** and ‘diversity of thought’ within your workplace.
- **Encourage and Anticipate** difference at **your** recruitment stage.
- **Converse with people** - ‘Nothing about us, without us’. Have those difficult conversations about inclusion, to move forward. Reverse Mentoring, blind CVs, 360 interviews.
- **Educate your leaders on inclusion** - encourage them to think positively about it. The diversity of talent is a business case.

# Five Takeaways - Compliance vs Culture

1. **Keep your data intersectional** - Without an intersectional perspective, can you really have an inclusive one?
2. **Socio-economics** - How affordable is it to be disabled and work for your company?
3. **Tool up!** Utilise and demystify 'Assistive Technology' within the workplace.
4. **Job Sharing** - program at senior management level could tackle the pay gap. Part time work doesn't!
5. **Build a home** - Compliance is just the foundations; it is up to you to build the home.

# Some Useful Resources

## **Have a direct impact:**

<https://www.evenbreak.co.uk/en>

<https://exceptionalindividuals.com/>

<https://diversityandability.com>

<https://workwithme.support/>

<https://www.thevaluable500.com/>

<https://www.scope.org.uk/partners/get-inclusive/>

## **Have an impact indirectly too:**

<https://www.harryschocs.co.uk/>

<https://ignition.beer/>

<https://promiseinstore.org/>

<https://www.socialsupermarket.org/>