



BRIEFING PAPER

Number 7540, 2 October 2019

People with disabilities in employment

By Andrew Powell

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1. Headline figures

7.7 million people of working age (16-64) reported that they had a disability in April-June 2019, which is **19%** of the working age population.

Of these, an estimated **4.1 million** were **in employment**, an increase of 246,000 from a year previously.¹

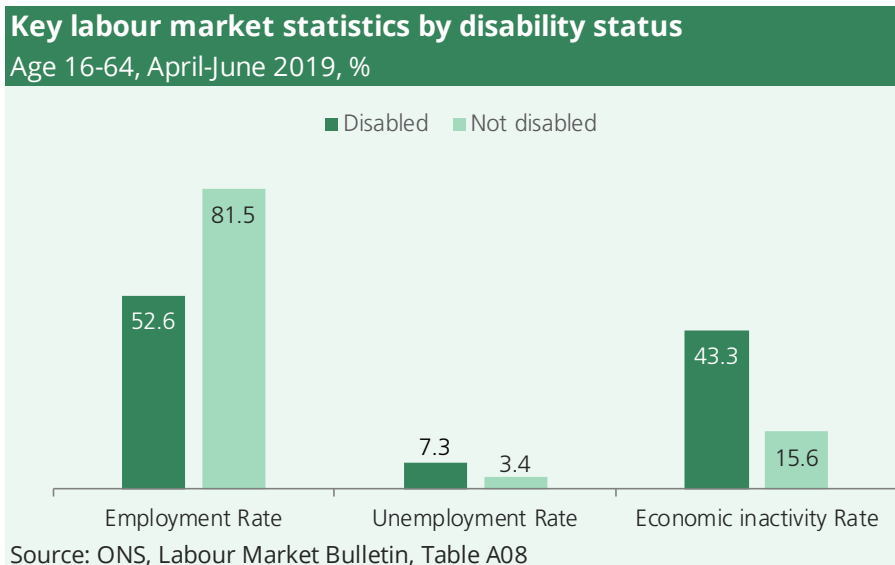
52.6% of people with disabilities were in employment, up from 50.7% a year previously. The employment rate for people without disabilities was 81.5%, up from 81.1%.

318,000 people with disabilities were **unemployed**.² This was 50,000 fewer than the number who were unemployed a year previously.

The unemployment rate for people with a disability was **7.3%** in April-June 2019. This compared to an unemployment rate of 3.4% for people without disabilities.³

Of the 7.7 million people of working age with disabilities, 4.1 million (52.6%) are currently in work. This compares to 81.5% of those without disabilities.

The unemployment rate for people with disabilities was 7.3% in the latest quarter, compared to 3.4% for those without disabilities.



43.3% of those with disabilities were economically inactive in the latest quarter, compared to 15.6% of those without disabilities.

3.3 million people with disabilities of working age were **economically inactive**. These people were not in work and not looking for work. This was a small increase from a year before.⁴

People with disabilities were considerably more likely than those without disabilities to be economically inactive. While, the economic inactivity rate for those with disabilities was **43.3%**, the corresponding figure for those without disabilities was 15.6%.

The high rate of economic inactivity, alongside a higher unemployment rate, explains why people with disabilities have a low employment rate.

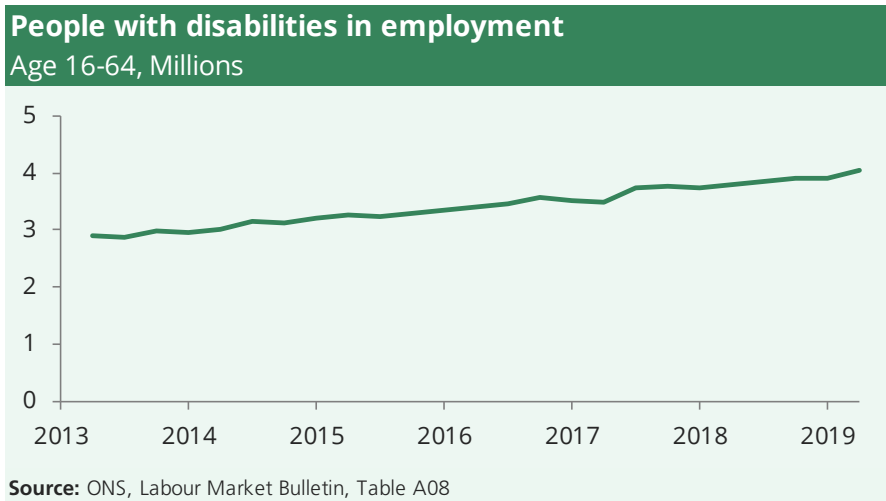
¹ All figures in this paper are for people aged 16-64 unless stated otherwise.
² Someone is unemployed if they are not in work but are looking for work and are available to start work in the next fortnight.
³ In this paper, the unemployment rate refers to the proportion of economically active people aged 16- 64 who are unemployed, rather than the economically active population aged 16+.
⁴ Someone is economically active if they are either employed or unemployed. Otherwise they are economically inactive.

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People with disabilities have an **employment rate** that is **28.9 percentage points lower** than that of people without disabilities. This difference is often referred to as the **disability employment gap**. See [section 1.2](#) for details.

1.1 Employment trends

The number of people with disabilities who are in employment has been increasing since 2013.



Between April-June 2013 and April-June 2019, the number of people with disabilities in employment increased by 1.15 million, an increase of 40%. In this period, the number of people in employment without disabilities increased by 1.42 million, an increase of 5.5%. This means that almost half of the growth in employment levels since 2013 has come from people with disabilities.

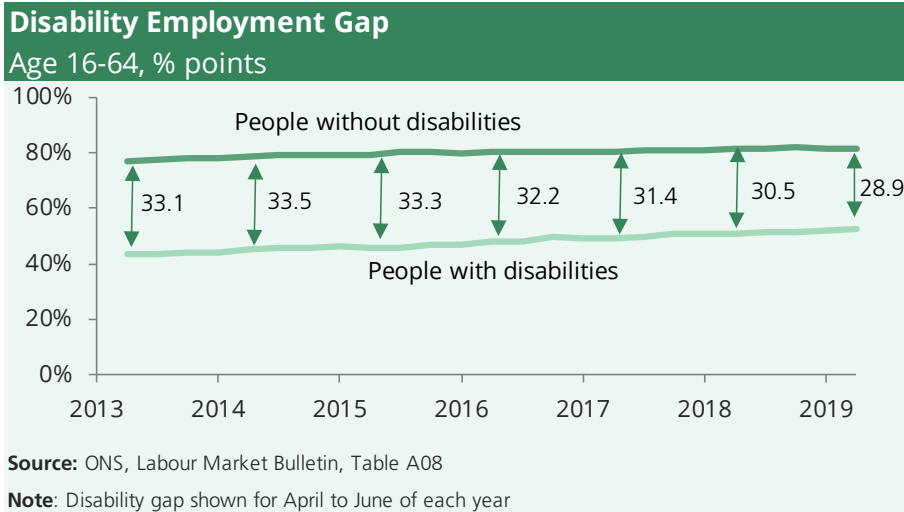
Almost half of the growth in employment levels since 2013 has come from people with disabilities.

1.2 Disability employment gap

The 'disability employment gap' is the difference in the employment rate of people with disabilities and people without disabilities. In April-June 2019, the employment rate for people with disabilities was 52.6% and the rate for people without disabilities was 81.5%, meaning that the gap was **28.9 percentage points**.

Between April-June 2013 and April-June 2019, the disability employment gap reduced by 4.2 percentage points. This has been because the employment rate for people with disabilities has been rising faster than the employment rate for people without disabilities. In the year to April-June 2019, the gap reduced by 1.5 percentage points.

The disability employment gap has reduced by 1.5 percentage points in the last year.

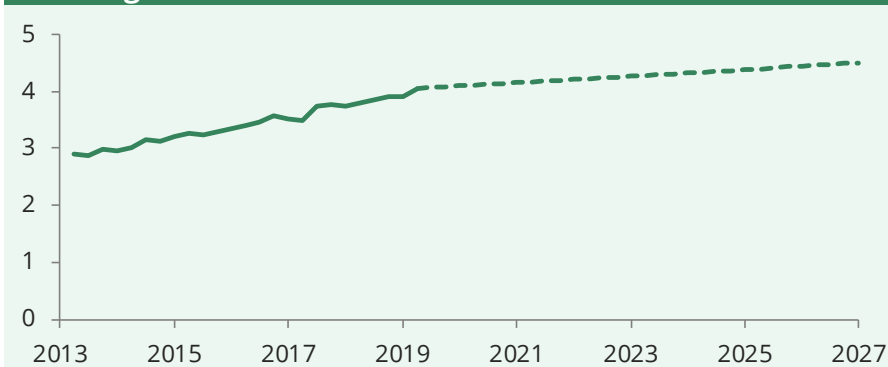


1.3 Conservative manifesto pledge

The Conservative Party 2017 manifesto pledged to get “1 million more people with disabilities into employment over the next ten years”.

To meet this target there would have to be 4.5 million people in employment with disabilities by 2027, an increase of 450,000 more disabled people in employment. Such an increase would represent growth of 11% on current levels.

600,000 more disabled people need to be in work to meet the 2027 target



Source: ONS, Labour Market Bulletin, Table A08

In the Conservative Party 2015 manifesto, the Government had committed to halving the gap between the employment rates for disabled and non-disabled people, although it did not set a deadline for achieving this. Since 2015 the disability employment gap has reduced by 3.4 percentage points. It would need to reduce by around 12 further percentage points to meet the 2015 manifesto commitment.⁵

1.4 Regional employment data

Data from the Annual Population Survey shows employment figures for disabled people by region. These statistics use an ‘[Equality Act core disabled](#)’ definition to categorise people as having a disability rather

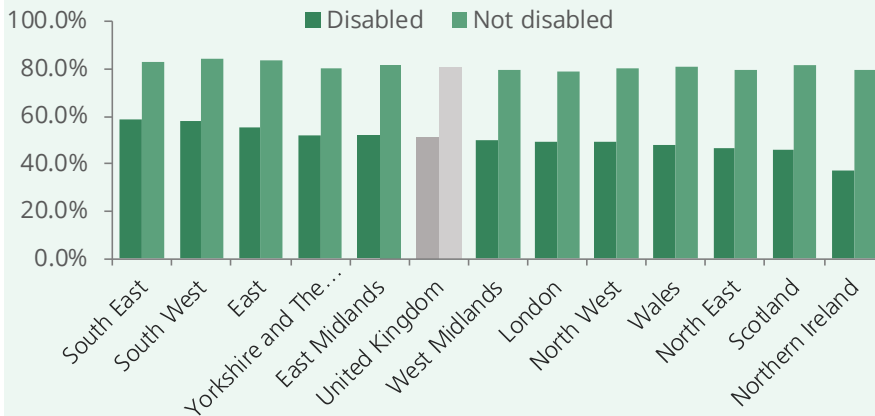
⁵ Work and Pensions Committee, [‘Employment Support Allowance changes’ impact questioned](#), April 2017

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than the Government Statistical Service harmonised definition of disability that is used for national figures. **These figures are therefore not directly comparable to statistics used in the rest of this note.**

Employment rate of disabled people

Age 16 to 64, April 2018-March 2019



Source: ONS, Annual Population Survey, accessed via nomis

Notes: Definition of 'disabled' is different to that used elsewhere in this note. Here it refers to those who are 'Equality Act core disabled'

In April-June 2019 the employment rate was highest for people who were disabled in the South East at 58.9%, and lowest in Northern Ireland at 37.1%. The distribution is largely reflective of the overall employment rates within the regions, although the gap between the highest and lowest is much larger for people who are disabled.⁶

For those who were not disabled, the employment rate was lowest in London and was highest in the South West. However, the range of values was smaller, from 78.9% in London to 84.2% in the South West. This means that the disability employment gap varies widely by region: from 24% in the South East to 42% in Northern Ireland.

⁶ See Library briefing paper [Labour market statistics: UK regions and countries](#) for details on employment rate by region for the whole population.

2. Characteristics of disabled people in employment

2.1 Gender

In April-June 2019, there were **2.3 million women with disabilities** in work, an employment rate of **52.2%**. During the same period there were **1.8 million men with disabilities** in work, an employment rate of **53.2%**. This means that the disability employment rate for men was 1.0 percentage points higher than that for women.

For those without disabilities, the employment rate for men was 7.7 percentage points higher than the employment rate for women. Men without disabilities had an employment rate of 85.3%, while the rate for women was 77.6%.

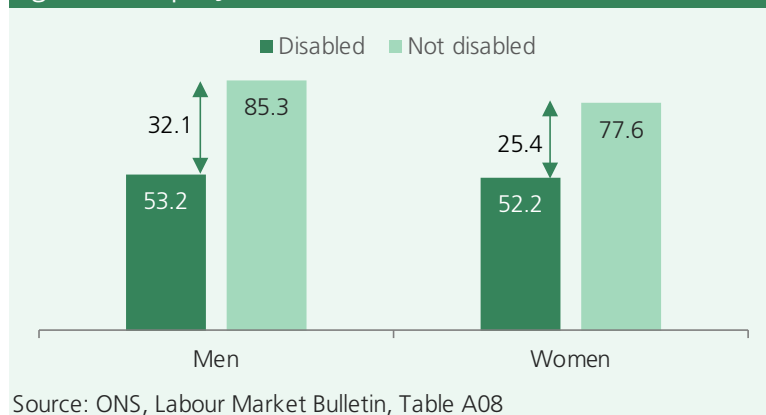
The gap between the employment rate for women with disabilities and those without was smaller than the equivalent gap for men. The employment rate for women with disabilities was 25 percentage points lower than that for women without disabilities, whereas the gap was 32 percentage points for men.

Women with disabilities have a slightly lower employment rate than men despite there being more women with disabilities in work.

This is because there are more women of working age with disabilities than there are men.

Employment rate (%) by gender and disability

Age 16-64, April-June 2019



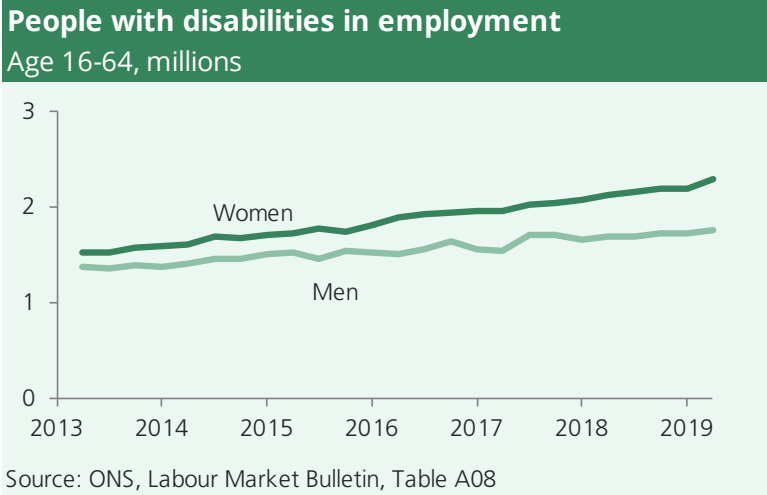
Trend over time

Since 2013, both the number of men and women with disabilities in employment has been increasing, although at a faster rate for women.

The employment rate for women with disabilities increased by 10.3 percentage points, from 41.9% in April-June 2013 to 52.2% in April-June 2019.

The employment rate for men with disabilities increased by 7.3 percentage points, from 45.8% to 53.2%.

Over the same period, the employment rate for women without disabilities increased by 5.5 percentage points and the rate for men without disabilities increased by 3.9 percentage points.

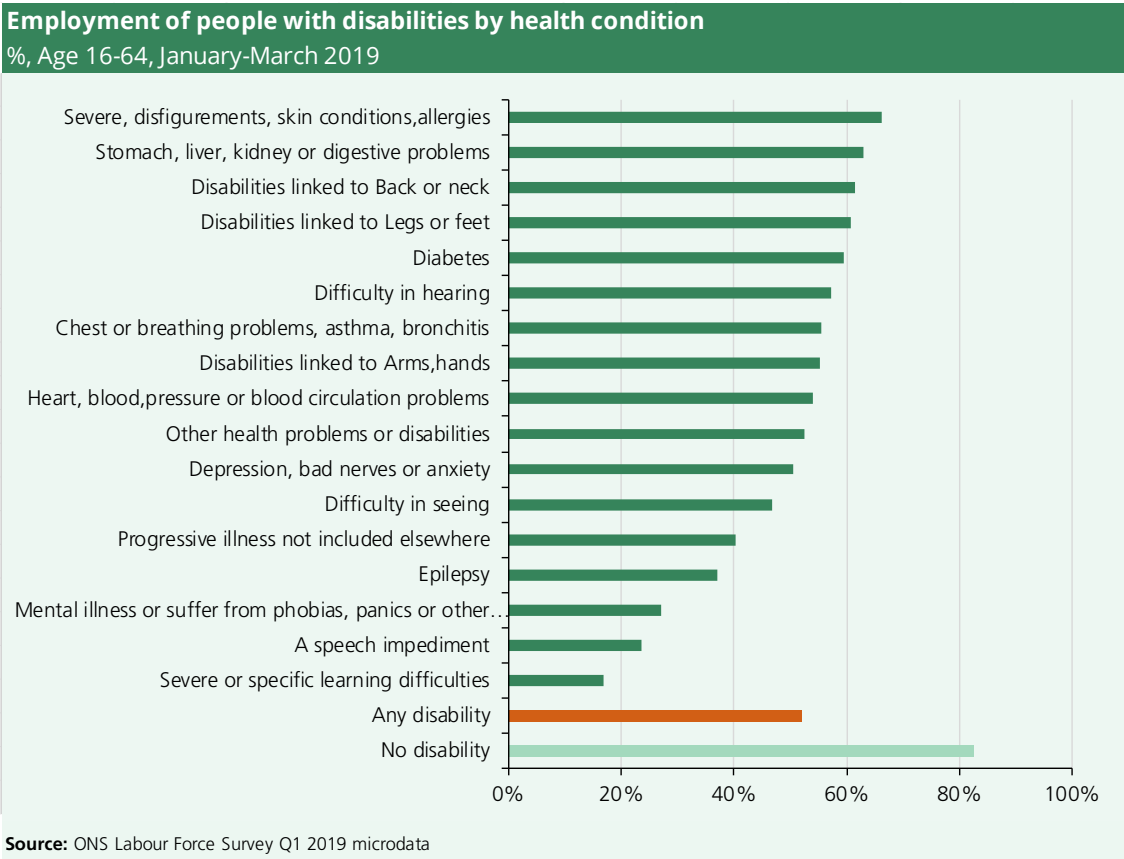


2.2 Main health condition/disability

Employment rates vary considerably depending on the main health condition/disability, as shown in the chart below.

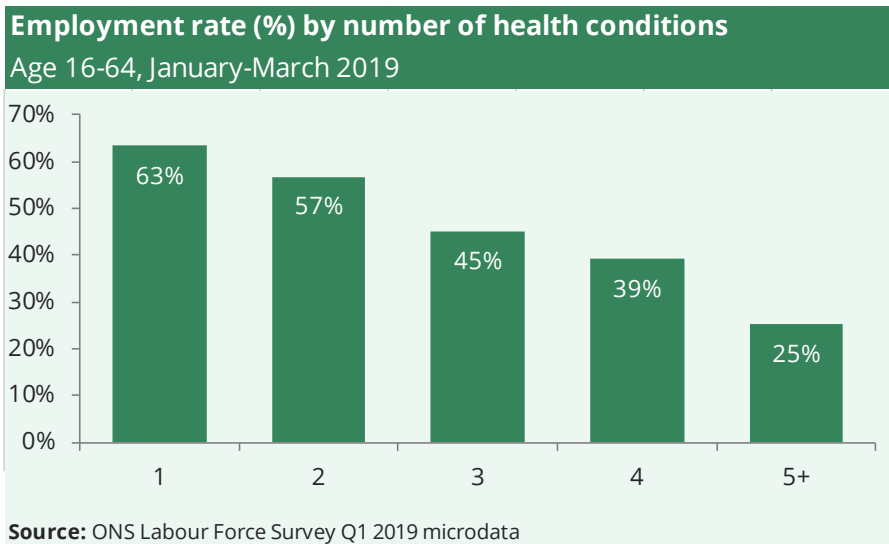
For all health conditions, people with disabilities had lower employment rates than those without disabilities. The highest employment rate for a health condition group was still 16 percentage points below the equivalent figure for non-disabled working age adults.

Less than a quarter of people with learning difficulties or a speech impediment as their main health condition were in employment.



2.3 Multiple Health conditions

People with disabilities who had multiple health conditions had lower employment rates than those with a single health condition. People with one health condition had an employment rate of 63%, but this fell to 25% for those people with five or more health conditions.



2.4 Employment rate by other characteristics

Part-time working

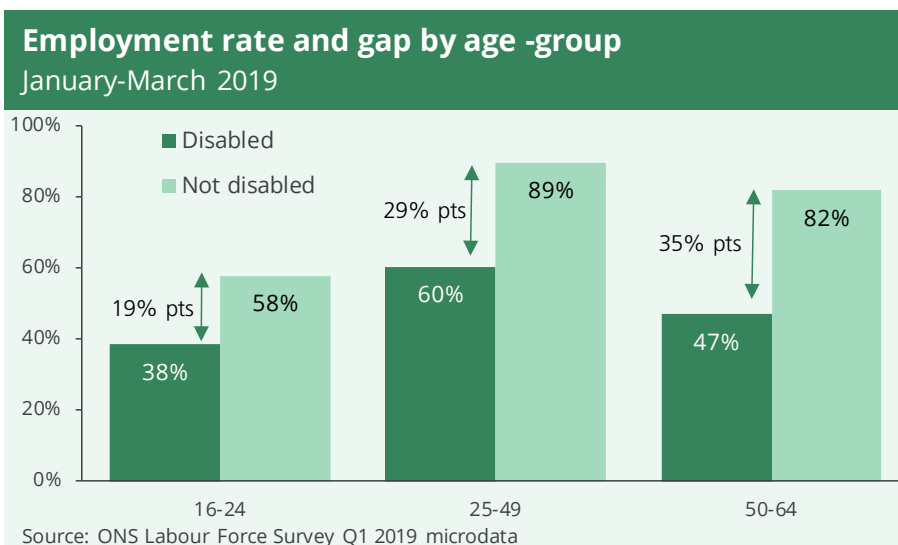
People with disabilities in employment were more likely to be working part-time than those without disabilities.

Of those people who were aged 16-64 and in employment, 34% of those with disabilities were working part-time in January-March 2019. This compared to 23% of people without disabilities.

People with disabilities in employment were more likely to be working part-time than those without disabilities.

Age

As shown in the chart below, the employment rates of people with disabilities, and the disability employment gap, varies by age.



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People with disabilities who were aged between 16 and 24 were least likely to be in employment. However the disability employment gap was largest for those aged 50-64.

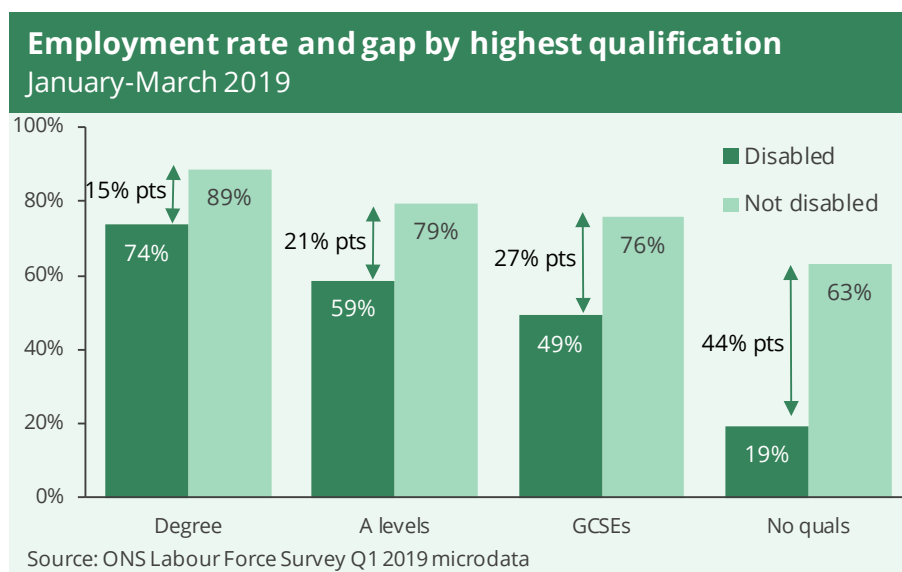
60% of people with disabilities aged 25-49 were in employment, but this compared to 47% of those aged 50-64 and 38% of those aged 16-24.

The gap between the employment rates of the disabled and non-disabled population was largest for those aged 50-64, at 35 percentage points.

The disability employment gap was especially large for older workers.

Qualifications

The chart below shows how the employment rate varies depending on highest qualification.



For all qualification levels, people with disabilities had an employment rate below that of people without disabilities.

The employment gap for people with disabilities varied widely depending on the highest qualification, from 19% for those without any qualifications to 74% for those with a degree or equivalent qualification.

The gap for people without disabilities was much smaller, from 63% for those without qualifications to 89% for those with a degree or equivalent qualification.

People with a disability who had a degree or equivalent qualification were less likely to be in employment than people without a disability with GCSE grades A-C or equivalent as their highest qualification.

People with a disability who had a degree were less likely to be in employment than people without a disability with GCSE grades A-C as their highest qualification.

3. Increasing the number of people with disabilities in work

In November 2017, the government set out its strategy on how it intends to get a million more people with disabilities into employment by 2027 in the [Improving lives: the future of work, health and disability](#) White Paper. The strategy is partly based on supporting people with disabilities and long-term health conditions to find work, but also to provide investment to support these people to stay in work.

In the White Paper, the government reported that finding work for an additional 1% of eligible Employment and Support Allowance claimants in 2018/19 would save the Exchequer £240 million, and provide a boost to the economy of £260 million.⁷

The main policies and proposals relating to employment support for people with disabilities are explained in brief below, although this is not an exhaustive list.

3.1 Personal Support Package

The Personal Support Package was rolled out from April 2017 onwards. The initiative offers tailored employment support for people with disabilities and health conditions, delivered through Jobcentre Plus.⁸

The support from Jobcentre Plus that was available through this initiative was revised in April 2019:

- A new **Disability Employment Adviser Leader** role was created. Adviser Leaders manage a team of Disability Employment Advisors, and will work with internal and external partners to support claimants with disabilities to move into work. As of September 2019, there were 104 full-time equivalent Leaders in place across the Jobcentre Network.^{9 10}
- The **Disability Employment Advisor** role was revised, incorporating elements of the Community Partner and Small Employer Adviser roles (see below). Disability employment advisers are specially trained to help people with disabilities to find suitable jobs, and work alongside work coaches to provide additional professional expertise. There were 458 full time equivalent advisers in place as at July 2018.^{11 12}

In total, more than 800 people will be employed in these roles.¹³

⁷ DWP, [Improving lives: the future of work, health and disability](#), 30 November 2017, p6

⁸ DWP, [Welfare reforms and £330 million employment package start from April 2017](#), 31 March 2017

⁹ DWP, [Disability Employment Adviser Leader job description](#)

¹⁰ [PO 285338](#), 9 September 2019

¹¹ DWP, [Improving lives: the future of work, health and disability](#), 30 November 2017, p55

¹² [PO 169366](#), 12 September 2018

¹³ [PO 279087](#), 23 July 2019

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Two other posts had been put in place when the Personal Support Package was first rolled out:

- **Community Partners** provided expert knowledge of disability, and supported work coaches and Disability Employment Advisers. These roles were funded for a two year period which ended in March 2019. There had been 182 Community Partners in place in November 2018.^{14 15}
- **Small Employer Advisers** were recruited to raise awareness with small employers of the support available to them when employing a person with a long-term health condition or disability.

New **training for work coaches** (frontline Jobcentre staff) was introduced as part of the Health and Work Conversation (see box to right) with the aim of improving the working relationships that work coaches form with their customers. By the end of March 2019, all work coaches had undertaken Mental Health training.^{16 17}

As part of the Personal Support Package the Government committed to providing extra funding to the **Flexible Support Fund** (FSF). The FSF gives Jobcentre Plus Districts greater freedom to tailor back-to-work support to individual and local need. Working within local guidelines and priorities, Jobcentre Plus advisers have discretion to decide how to help individuals move closer to or into work.¹⁸

The Government recently announced that parents may be eligible to receive a Flexible Support Fund Award or a budgeting advance to enable them to take up a job offer or increase their working hours. The Government has stated that:¹⁹

Where upfront childcare costs or deposits may prevent a claimant from starting work, jobcentres have been instructed to use the Flexible Support Fund to support the transition into work.²⁰

The Department for Work and Pensions is working with nine local authorities on a Proof of Concept for a **Local Supported Employment** scheme. This will support people with a learning difficulty or autism. The Proof of Concept ran until May 2019, and it is not yet apparent whether there will be a full trial of this scheme.^{21 22}

More complex needs

Support for those with the greatest needs and in the most complex situations is provided through **Specialist Employability Support** (SES). SES is aimed at those people whose barriers to work mean they are unable to access the support they need through other provision.

The **Health and Work conversation** takes place between a work coach and new people claiming Employment Support Allowance. It focuses on what they can do, rather than what they cannot do.

¹⁴ Base, [DWP to introduce enhanced disability advisor roles](#), 25 March 2019

¹⁵ [PQ 190788](#), 19 November 2018

¹⁶ DWP/DoH, [Improving lives: the future of work, health and disability](#), pp 16-18

¹⁷ [PQ 238369](#), 4 April 2019

¹⁸ DWP/DoH, [Improving lives: the future of work, health and disability](#), p55

¹⁹ [PQ 226593](#), 5 March 2019

²⁰ [PQ HL13861](#), 25 February 2019

²¹ [PQ 226654](#), 4 March 2019

²² BASE, [Supported Employment Proof on Concept](#)

Between September 2017 and August 2018, 2,590 people were referred to SES, and there were 1,520 starts. 13% of those who started on the programme in 2016/17 had moved into sustained employment within 18 months of leaving the provision.²³

The SES contracts were due to end in October 2018, but since the publication of the White Paper, the DWP has negotiated with providers to enable referrals up to December 2019.^{24 25}

The [Intensive Personalised Employment Support programme](#) will be rolled out in late 2019, and will provide personalised support to those who are at least a year from moving into work. This programme is expected to benefit 10,000 people.²⁶

3.2 Work and Health Programme

The Work and Health Programme is an employment support programme which was launched in North West England and Wales in November 2017. The programme rolled out across the rest of England during early 2018.²⁷

The Programme provides support to help people find and keep a job. It is available, on a voluntary basis, to those with health conditions or disabilities, and to various groups of vulnerable people. The programme is compulsory for those who have been unemployed for over two years.

Up to May 2019:

- There had been over 100,000 referrals to the programme, with the majority of these being people with disabilities.
- 66,100 individuals had started on the programme.
- There had been almost 5,000 job outcomes.²⁸

The Work and Health Programme replaces the [Work Programme](#) and [Work Choice schemes](#).

Further information on this programme is available in the Library briefing note [Work and Health Programme](#) (January 2018).

3.3 Support for young people

Some of the employment support that the Government provides for people with disabilities is aimed specifically at young people with disabilities.²⁹

The **Jobcentre Plus Support for Schools** programme aims to provide targeted high quality careers advice. One group that this is targeted at is

²³ DWP, Specialist Employability Support statistics to August 2018, October 2018, Tables

²⁴ DWP/DoH, [Improving lives: the future of work, health and disability](#), p 19

²⁵ DWP, [Specialist Employability Support background information note](#), 11 October 2018

²⁶ [PQ 256951](#), 4 June 2019

²⁷ DWP, [April 2018: Touchbase edition 126](#), 23 May 2018

²⁸ DWP, [Work and Health Programme statistics to May 2019](#), August 2019

²⁹ [PQ 904565](#), 26 March 2018

young people aged 12-18 who, due to a health or disability issue, face a potential disadvantage in the labour market.

This support was rolled out nationally across England in November 2016. An evaluation of the support, carried out in April 2018, reported that the programme “was seen as positive in engaging with students from a wide range of schools” and that the targeted support “was felt to have a greater effect on student outcomes”. It also states that more resources, or a focus on more specific groups, will be required as demand for this support grows.³⁰

Supported Internships have been in place since September 2013, and provide “coherent, personalised, learning programmes” to help young people with learning difficulties and/or disabilities move into employment.

1,646 young people with statements of special educational needs (SEN) or education, health and care (EHC) plans were taking part in these internships in January 2019.³¹

In December 2017, a number of projects targeted at young people are at the “proof of concept” stage:³²

- The **Young Person’s Supported Work Experience programme** provides a “personally tailored supported work experience opportunity” for young people aged 18-24. This is being tested in five Jobcentre Plus districts.
- **Tri-Work** is a supported work experience scheme aimed at young people with special educational needs in years 10 and 11 in schools and special schools. This is being tested in three local authorities.
- The **Local Supported Employment ‘place and train’ model** aims to move people with disabilities into real jobs, at the going rate of pay, with support for both the individual and employer. This is being tested in nine local authorities.

It is not clear whether there will be full trials of any of these projects.

In addition, the Government has funded specialist training to improve **careers advice** for young people with special educational needs and disabilities³³

3.4 Apprenticeships

In 2017/18, 11.2% of **apprenticeship starts** were by people with learning difficulties and/or disabilities, up from 9.9% in 2015/16. The Government has set in place a target of 11.9% by 2020.³⁴

In Autumn 2017 changes were made to the regular English and maths apprenticeships requirements for people with a learning difficulty or

³⁰ DWP, [Jobcentre Plus Support for Schools: qualitative national roll-out evaluation report](#), 9 April 2018

³¹ DfE, [Statements of SEN and EHC plans: England 2019](#), Table 1

³² [PQ 117760](#), 11 December 2017

³³ [PQ 120168](#), 21 December 2017

³⁴ [PQ 240959](#), 10 April 2019

disability, in response to a Government-commissioned report from a [taskforce led by Paul Maynard](#). The expectation is that this will make apprenticeships more accessible to people with disabilities.

The [Apprenticeship Diversity Champions Network](#) was also set up in 2017 to encourage people with disabilities to consider apprenticeships. This now has over 70 members. Members are expected to take steps to improve the diversity and inclusion of apprenticeships, and some members have set “aspirational targets” for the number of apprentices in their organisation who have learning difficulties and/or disabilities.³⁵

3.5 Access to Work

[Access to Work](#) provides support to meet the needs of people with disabilities in the workplace. Access to Work grants are available to both employees and to the self-employed, and aim to provide practical and financial support to help people with disabilities find or stay in work.

Access to Work provision was approved for 32,000 people in 2018/19. This provision included elements such as:³⁶

- Communication support for interviews
- Special aids and equipment
- Adaptations to premises and vehicles
- Help with travel costs
- Support workers
- A mental health support service

The maximum annual amount that an individual can receive has been set at £59,200 from 1 April 2019. This is updated annually every April.

Employers may be expected to pay some of the cost of the elements that are implemented by Access to Work.³⁷

As part of the Personal Support Package, an extra 1,000 **Mental Health Support Service** places were announced. This service provides 6 months of support to start a new job as part of the Access to Work scheme.³⁸

In 2018/19, 4,510 people were approved to receive mental health support as part of the scheme, compared to 2,860 in 2017/18.³⁹

3.6 Other areas of support

Existing employment schemes and initiatives that will continue to operate include:

- [Fit for Work](#) offers free, expert and impartial advice to anyone looking for help with issues around health and work. The White Paper reports that this scheme has had very low take-up, and that

³⁵ DWP/DoH, [Improving lives: the future of work, health and disability](#), p 60

³⁶ DWP, [Access to Work Statistics: April 2007 to March 2019](#), 7 August 2019, table 1

³⁷ DWP, [Access to Work guidance for employers](#)

³⁸ DWP, [March 2017: Touchbase edition 119](#)

³⁹ DWP, [Access to Work Statistics: April 2007 to March 2019](#), 7 August 2019, table 2

the current model of Occupational Health provision does not meet the needs of employers or individuals. The government intends to appoint an Expert Working Group on occupational health to explore the “fundamental issues” in this area, and produce a strategy for future reform by 2019/2020.

- The [New Enterprise Allowance](#) helps jobseekers start or develop their own business, including jobseekers with disabilities. In the White Paper the Government reports that it will research the barriers that people with disabilities may experience in self-employment.

Other announcements in the *Improving Lives* White Paper included:

- A cross-government approach to increase support for young people with health conditions or disabilities.⁴⁰
- A consultation on potential changes to the Statutory Sick Pay system, with the aim of supporting more flexible working, and helping people return to work after they have been unwell.⁴¹
- Reform of the Work Capability Assessment to offer an improved customer experience of the assessment process and to provide more personalised support and services.⁴²
- The introduction of a programme of work to encourage people to stay healthy. Part of this is a series of [toolkits](#) to help employers support the mental and physical health of their employees.⁴³
- The development of tools that will raise the profile of work as a health outcome, and to help support healthcare professionals in addressing health needs and barriers to work. This is based on the understanding that good work is good for health.⁴⁴

The Work Capability Assessment is the process for assessing Employment and Support Allowance and Universal Credit claimants' capability for work.

3.7 Disability Confidence

[Disability Confident](#) aims to help organisations “improve how they attract, recruit and retain disabled workers”.

As of September 2019, 13,611 employers had signed up to the Disability Confident scheme.⁴⁵

There are three levels of the Disability Confident Scheme:

- **Disability Confident Committed** - an employer needs to agree to the Disability Confident commitments (see box to the right), which they should be carrying out within 12 months of becoming Disability Confident. They also need to commit to offer a disabled person an opportunity within their organisation, and again this should be in place within 12 months of them becoming Disability Confident.⁴⁶

Disability Confident commitments:

1. Inclusive and accessible recruitment
2. Communicating vacancies
3. Offering an interview to disabled people
4. Providing reasonable adjustments
5. Supporting existing employees who develop a disability to stay in work

⁴⁰ Ibid, p 47

⁴¹ DWP/DoH, *Improving lives: the future of work, health and disability*, pp 31-32

⁴² Ibid, pp 21-22

⁴³ Ibid, pp 35-36

⁴⁴ Ibid, 36-37

⁴⁵ DWP, [Disability Confident: employers that have signed up](#), 19 March 2019

⁴⁶ DWP, [Level 1: Disability Confident Committed guidance](#), July 2017

- **Disability Confident Employer** - the employer needs to show they are actively looking to attract and recruit disabled people, that they support disabled staff within their organisation and that they are making reasonable adjustments as required. They also need to commit to various actions to both encourage disabled people to join their organisation, and to develop the disabled people within their organisation.⁴⁷
- **Disability Confident Leader** – the employer will be independently validated in whether they are meeting the criteria for a Disability Confident Leader, and show that they are encouraging and supporting other employers to become Disability Confident.⁴⁸

Of the 13,611 employers signed up the scheme in September 2019,⁴⁹

- 10,0031 were Disability Confident Committed (74%)
- 3,336 were Disability Confident Employers (25%)
- 244 were Disability Confident Leaders (2%)

All main government departments are Disability Confident Leaders

At a Westminster Hall Debate on the Disability Confident scheme in January 2018, the Shadow Minister for Disabilities, Marsha de Cordova, stated that there is little evidence that the scheme is enabling more people with disabilities to find sustainable and supportive employment, and reported that the Government has stated that they are “not able to measure the number of disabled people moving into employment as a direct result of [the disability confident scheme]”.⁵⁰

⁴⁷ DWP, [Level 2: Disability Confident Employer guidance](#), July 2017

⁴⁸ DWP, [Level 3: Disability Confident Leader guidance](#), July 2017

⁴⁹ DWP, [Disability Confident: employers that have signed up](#), 16 September 2019

⁵⁰ HC Deb 10 Jan 2018, [Disability Confident Scheme](#), c133WH

4. Anti-discrimination legislation

The [Equality Act 2010](#) prohibits both direct and indirect disability discrimination in employment and recruitment.

Direct disability discrimination occurs where an employer treats a disabled person less favourably because they are disabled.

Indirect disability discrimination occurs where an employer applies a policy, criterion or practice which has the effect of putting a disabled person at a particular disadvantage as compared with non-disabled persons. Indirect discrimination may be lawful if it can be shown to be a proportionate means of achieving a legitimate aim.

Discrimination arising from disability occurs where an employer treats a person unfavourably because of something arising in consequence of their disability. It differs from direct discrimination in that the unfavourable treatment is because of something arising from the disability, not the disability itself. Further, unlike indirect discrimination the person does not need to show that the employer was applying a provision that puts (or would put) persons sharing that person's disability at a particular disadvantage. It is sufficient to show that they were treated unfavourably because of something arising from *their* disability. Discrimination arising from disability may be lawful if it can be shown to be a proportionate means of achieving a legitimate aim.

The Act also prohibits employers from harassing or victimising disabled people.

Reasonable adjustments

As part of the [Equality Act 2010](#), employers must make **reasonable adjustments** to support disabled job applicants and employees. As stated in the Department for Work and Pensions (DWP) guidance:

This means ensuring disabled people can overcome any substantial disadvantages they may have doing their jobs and progressing in work.

The DWP has published guidance on [Employing disabled people and people with health conditions](#). It states that:

- The costs of making reasonable adjustments to accommodate disabled employees are often low.
- The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff.

Examples of reasonable adjustments included in the guidance and on the gov.uk page [Reasonable adjustments for workers with disabilities or health conditions](#) are listed below. This is not an exhaustive list of potential adjustments.

- Making changes to a disabled person's working pattern. Allow those who have become disabled to make a phased return to work.

- Doing things another way, such as allowing someone with social anxiety disorder to have their own desk instead of hot-desking, or allowing someone with a wheelchair to work on the ground floor.
- Providing training or mentoring. This will include training to non-disabled workers on how they can be more inclusive to disabled people.
- Either employing a support worker to assist a disabled worker, or arrange for a colleague to assist them with certain tasks.
- Making alterations to premises, like installing a ramp for a wheelchair user or an audio-visual fire alarm for a deaf person.
- Ensuring that information is provided in accessible formats, for example in Braille or on audio tape.
- Modifying or acquiring equipment, such as special keyboards for those with arthritis.
- Changing the recruitment process. Modify procedures for testing or assessment to ensure they don't disadvantage people with particular disabilities.
- Allowing extra time during selection tests.

[Access to Work](#) funding can be applied for towards the cost of making such reasonable adjustments.

The [Equality and Human Rights Commission](#) has provided [Examples of reasonable adjustments in practice](#).

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