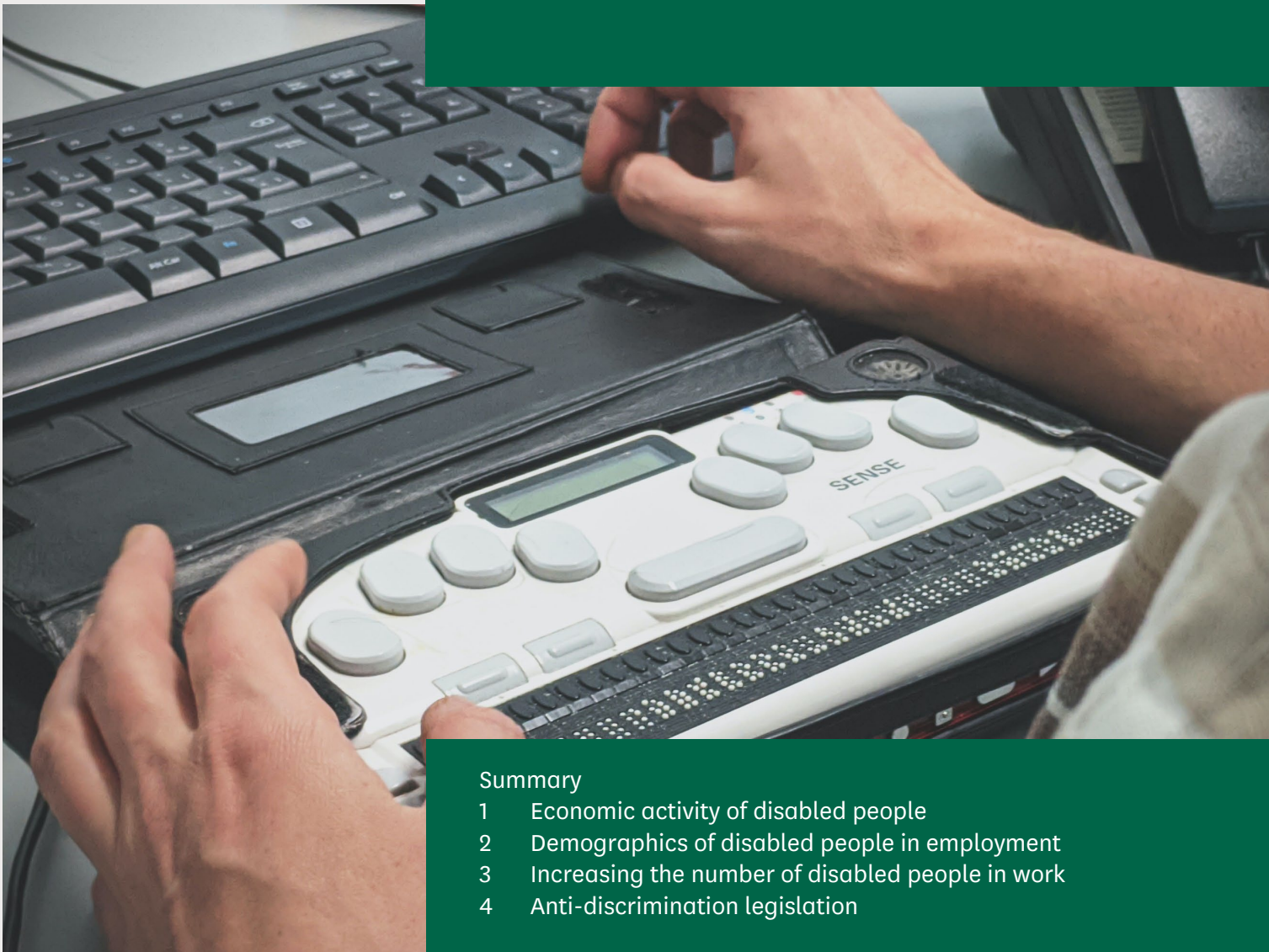


Research Briefing

18 March 2024

By Andrew Powell

Disabled people in employment



Summary

- 1 Economic activity of disabled people
- 2 Demographics of disabled people in employment
- 3 Increasing the number of disabled people in work
- 4 Anti-discrimination legislation

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Summary

The number of working-age (16 to 64) disabled people in the UK was higher in the final quarter (October to December) of 2023 than in the final quarter of 2022, according to data from [the Office for National Statistics \(ONS\) Labour Force Survey](#).

Over the same time frame, the number of disabled people in employment increased, and there was a fall in the number of unemployed disabled people. There was also an increase in the number of disabled people who were economically inactive.

The employment rate for disabled people was lower than for non-disabled people, although the gap between the rates decreased between the final quarter of 2022 and the same quarter in 2023.

This briefing describes the ONS's employment statistics for disabled people and the government's programmes to support disabled people in work.

How many people in the UK are disabled?

There were [10.21 million people of working age \(16 to 64\) who reported that they were disabled](#) in October to December 2023, which is 24% of the working-age population. This is an increase of 459,000 from the year before.

How many disabled people are employed?

There were more working-age disabled people in employment in the last quarter of 2023 than a year before.

There were 5.53 million working-age disabled people in employment in October to December 2023, an increase of 338,000 from October to December 2022.

The employment rate of disabled people was 54.2%, up from 52.7% a year previously. The employment rate for people who are not disabled was 82.0%.

How many disabled people are unemployed?

The number of disabled people who were unemployed fell in the final quarter of 2023 from the previous year.

In October to December 2023, 329,000 working-age disabled people were unemployed, a fall of 79,000 from October to December 2022.

The unemployment rate for disabled people was 5.6%, which compared with a rate of 3.6% for people who are not disabled.

How many disabled people are economically inactive?

More disabled people of working age were economically inactive, which means they were not in work and not looking for work, in the last quarter of 2023 than a year before.

There were 4.35 million disabled people of working age in October to December 2023 who were economically inactive. This was an increase of 150,000 from a year before.

Despite this increase, the inactivity rate for disabled people decreased. It was 42.6%, down from 43.1% a year previously. This was because the increase in economically active disabled people was larger than the increase in economically inactive disabled people. The inactivity rate for people who are not disabled was 14.9%.

What is the disability employment gap?

The ‘disability employment gap’ is the difference in the employment rate of disabled people and people who are not disabled. In the last quarter of 2023, the gap was 27.9 percentage points.

Between October to December 2014 and October to December 2023, the disability employment gap reduced by 5.9 percentage points, although most of this narrowing of the gap took place before October to December 2019. This was because the employment rate for disabled people has risen faster than the employment rate for people who are not disabled.

The gap has remained at a similar level since 2019, and in October to December 2023 the gap was only slightly smaller than the gap in October to December 2019.

How does disability type affect employment?

The [proportion of disabled people who are in employment varies considerably](#) depending on the type of disability and how many health conditions they have.

For example, less than a third of disabled people with epilepsy, autism, severe/specific learning difficulties or mental illness as a main or secondary health condition were in employment. In comparison, around half of all disabled people were in employment.

People with one health condition had an employment rate of 65%, but this fell to 29% for those people with five or more health conditions.

What is Government policy on employment for disabled people?

In November 2023, the Government published its Back to Work Plan. This expanded some of the employment programmes that are specifically aimed at disabled people.

In March 2023, the Government published the [Transforming Support white paper](#) with proposals aimed at helping “more disabled people and people with health conditions to start, stay and succeed in work”.

The white paper followed a consultation linked to the July 2021 [Shaping future support: the health and disability green paper](#).

Also in July 2021, the Government published its [National Disability Strategy](#), which set out other ways in which it intended to support disabled people to find and stay in work.

The Government had previously set out a 10 year plan on how it intends to get 1 million more disabled people into employment by 2027 in the November 2017 [Improving lives: the future of work, health and disability](#) white paper.

This briefing provides an overview of the schemes that the Government has in place to support disabled people to find and stay in work in section 3.

1 Economic activity of disabled people

The Office for National Statistics (ONS) publishes quarterly statistics on the labour market status of disabled people using data from the Labour Force Survey. All of the statistics in this section have been taken from this data unless marked otherwise.

The ONS did not publish these statistics in November 2023 as there were concerns over their reliability due to falling response rates in the Labour Force Survey.

In February 2024, the ONS reintroduced Labour Force Survey estimates, which also included a population reweighting for previously published data. Data has only been reweighted back to July to September 2022, meaning there is a break in the data for the period before and after this quarter. Data from before July to September 2022 is therefore not directly comparable with data from after July to September 2022.¹

This briefing provides the statistics that have been published by the ONS, but these statistics should be treated with more caution than usual. There have also been some quite large revisions to the statistics that were previously published in this briefing.

1.1 Latest statistics on economic activity

In February 2024, the ONS published statistics up to October to December 2023.

In October to December 2023, 10.21 million people of working age (16 to 64) reported that they were disabled, which is 24% of the working age population.² This is an increase of 459,000 from the year before. Of these:³

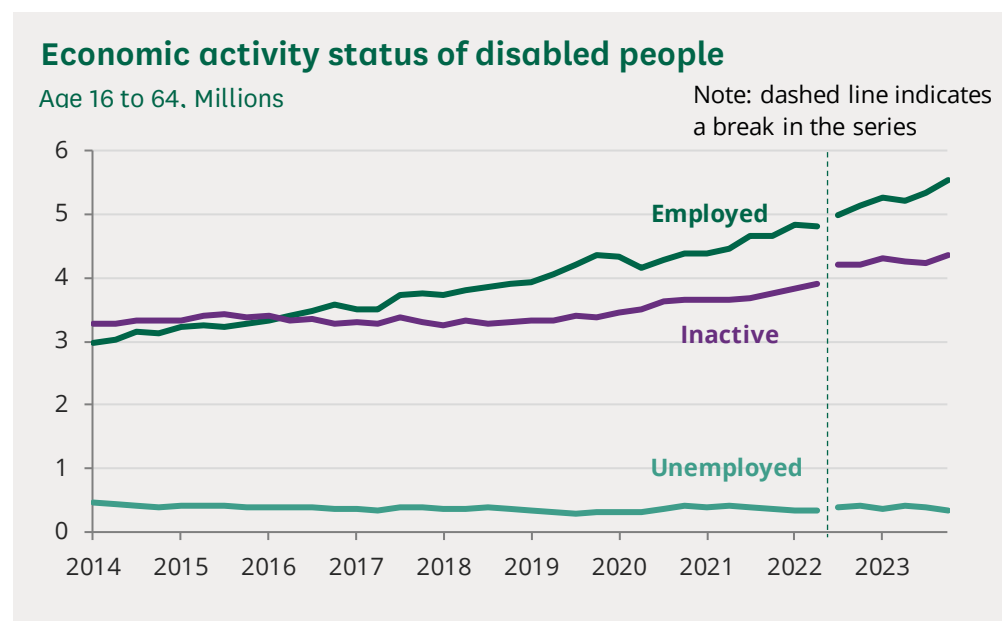
- 5.53 million were in employment, an increase of 388,000 from a year previously.
- 329,000 were unemployed, a decrease of 79,000 from a year previously.
- 4.35 million were economically inactive (meaning they were not in work and not looking for work), an increase of 150,000 from a year before.

¹ See the Library briefing [UK Labour Market Statistics](#) for more information.

² All figures in this briefing are for people aged 16 to 64 unless stated otherwise.

³ Office for National Statistics (ONS), [A08: Labour market status of disabled people](#), 15 August 2023

The chart below shows changes in the economic status of disabled people from 2013 to 2023.



Source: ONS, [A08: Labour market status of disabled people](#)

Disabled people were considerably more likely than those who were not disabled to be economically inactive.

The economic inactivity rate for disabled people was 42.6%, which compared with a rate of 14.9% for those who were not disabled. Despite the increase in the number of disabled people who were inactive increased in the year to October to December 2023, the inactivity rate for disabled people decreased from 43.1% a year previously. This was because the increase in economically active disabled people was larger than the increase in economically inactive disabled people.

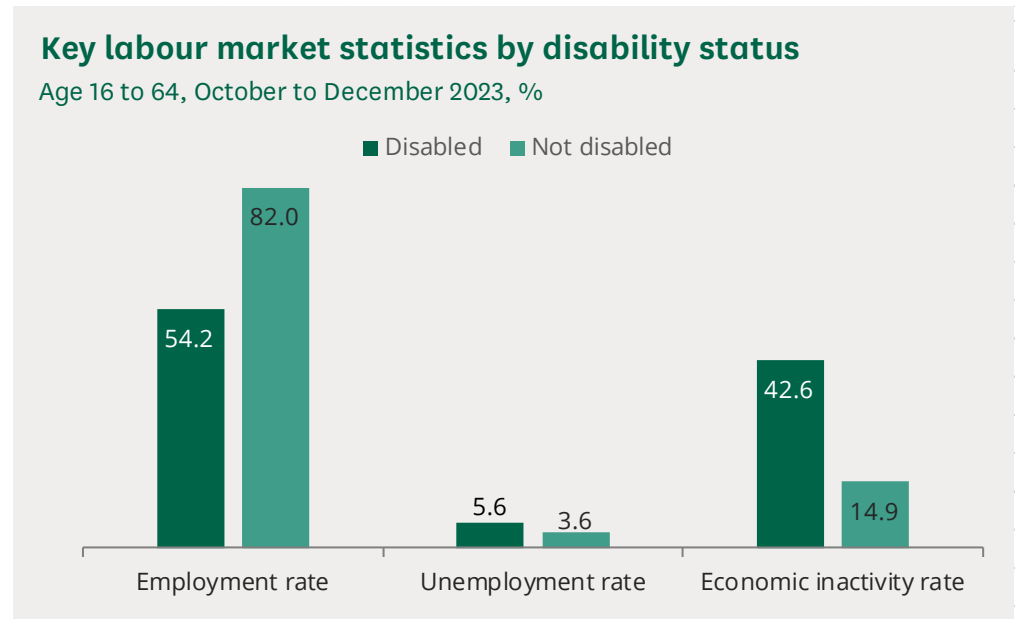
The unemployment rate for disabled people was 5.6%, which was down from 7.4% a year previously. This compared with an unemployment rate of 3.6% for people who were not disabled.

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

The employment rate for disabled people was 54.2%, which was up from 52.7% a year previously. The employment rate for people who were not disabled was 82.0%, down from 82.5%.

This means that, in October to December 2023, disabled people had an employment rate that was 27.9 percentage points lower than that of people who were not disabled. This difference is referred to as the disability employment gap. See section 1.3 of this briefing for more on the disability employment gap.

The chart below compares the employment, unemployment and inactivity rates in October to December 2023 for disabled people and people who were not disabled.

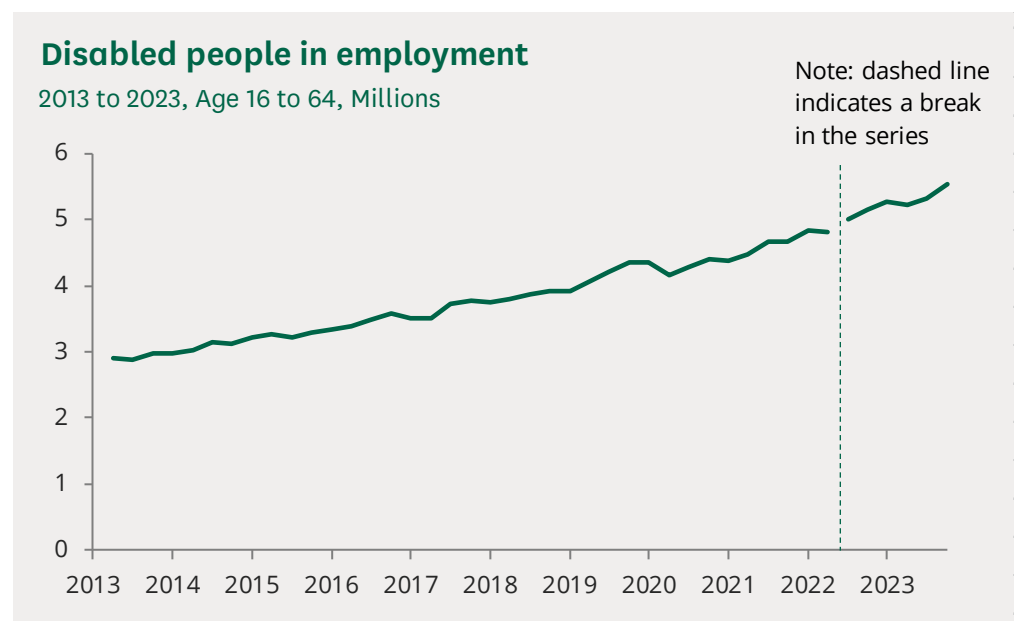


Source: ONS, [A08: Labour market status of disabled people](#)

1.2

Employment trends since 2013

The number of disabled people who are in employment has been increasing since 2013, as shown in the chart below.

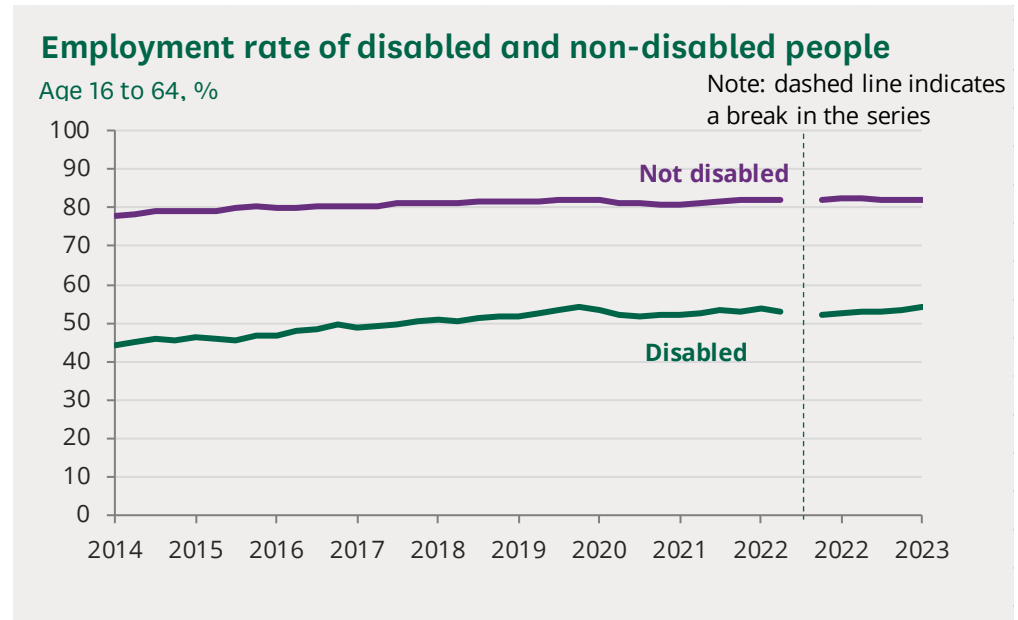


Source: ONS, [A08: Labour market status of disabled people](#)

Between October to December 2013 and October to December 2023, the number of disabled people in employment increased by around 2.6 million.

During this period, the total number of disabled people aged 16 to 64 increased by around 3.5 million.

Over the same period, the proportion of disabled people who were in employment also increased, from 44.2% in October to December 2013 to 54.2% in October to December 2023. However, although the rate rose gradually up to the end of 2019, it has since remained at a similar level, as shown in the chart below.



Source: ONS, [A08: Labour market status of disabled people](#)

Impact of the Covid-19 pandemic

There has been a large increase in the number of working-age disabled people since the start of the Covid-19 pandemic. There have also been increases in the numbers of disabled people who are employed and who are economically inactive.

The number of disabled people aged between 16 and 64 increased by over 2 million between October to December 2019 and October to December 2023, while the number of disabled people in employment increased by over 1 million. The increase in the number who are economically inactive increased by close to 1 million.

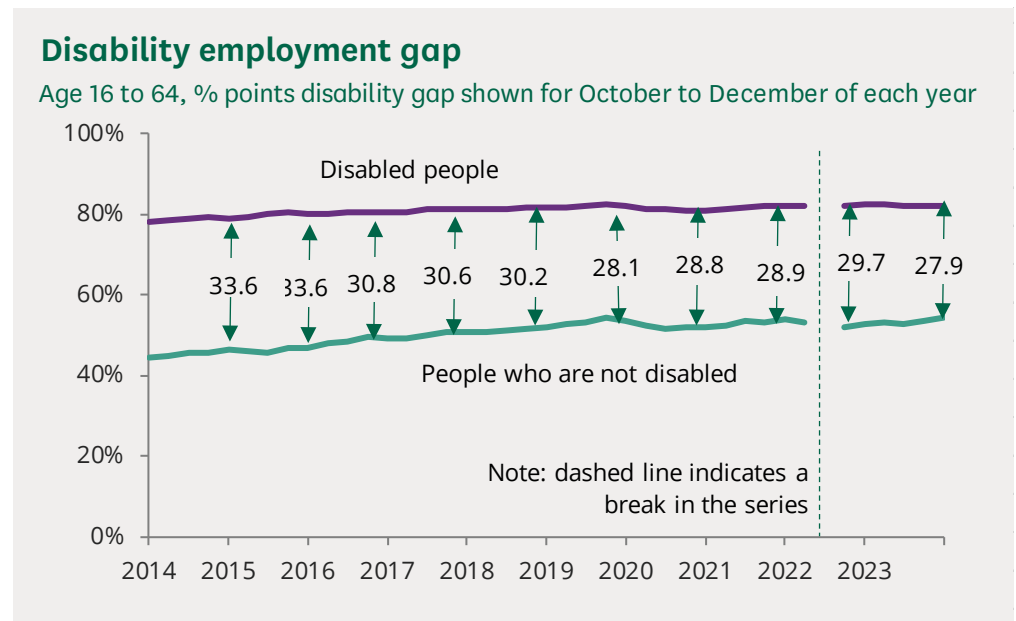
1.3

Disability employment gap

The 'disability employment gap' is the difference in the employment rate of disabled people and people who are not disabled. In October to December 2023, the employment rate for disabled people was 54.2% and the rate for people who were not disabled was 82.0%, meaning that the gap was 27.9 percentage points.

Between October to December 2013 and October to December 2019, the disability employment gap steadily narrowed, and it reduced by 5.5 percentage points over this period. This was because the employment rate for disabled people had been rising faster than the employment rate for people who were not disabled.

However, in the period between 2019 and 2023 the gap remained at a similar level, and in October to December 2023 the gap was only slightly smaller than the gap in October to December 2019. This is shown in the chart below.



Source: ONS, [A08: Labour market status of disabled people](#)

1.4

Target for the number of disabled people in employment

The Conservative Party's 2017 manifesto pledged to get "1 million more people with disabilities into employment over the next ten years".⁴

This target was reached in 2022 when the number of disabled people in employment rose above 4.8 million.⁵

The Work and Pensions Committee noted that the increase in the number of disabled people in employment was largely due to increases in the number of people who are reporting that they are disabled and overall levels of

⁴ [The Conservative and Unionist Party Manifesto](#), May 2017, p57

⁵ Department for Work and Pensions (DWP), [Government hits goal to see a million more disabled people in work](#), 17 May 2022

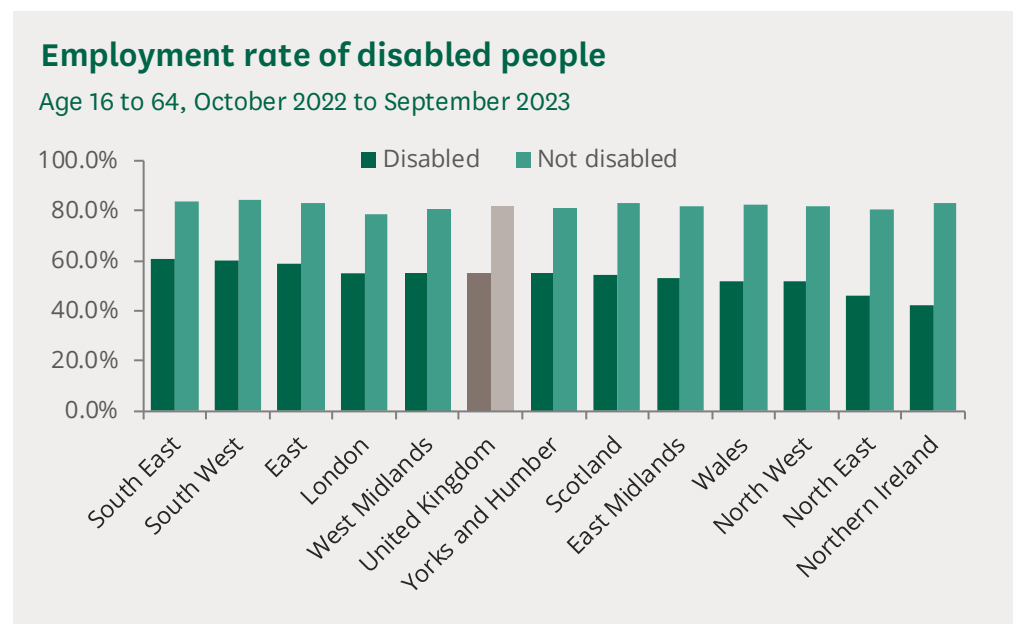
employment rising. It has called on the Government to put in a new target of increasing the number of disabled people in work by 1.2 million by 2027.⁶

In the Conservative Party's 2015 manifesto, the Government 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.⁷ Since 2015 the disability employment gap has fallen by almost 6 percentage points. It would need to fall by a further 11 percentage points to meet the 2015 manifesto commitment.

1.5

Regional employment figures

The employment figures for disabled people by region are calculated using 12 months of data, rather than a quarter, and are therefore not directly comparable with national figures used in the rest of this briefing.



Source: ONS Annual Population Survey, via [Nomis](#)

As shown in the above chart, in October 2022 to September 2023 the employment rate for disabled people was highest in the South East at 60.7%, and lowest in Northern Ireland at 42.0%. The distribution is largely reflective of the overall employment rates, although the gap between the highest and lowest employment rates across the regions was much larger for people who are disabled.

For those who were not disabled, the employment rate was highest in the South West and lowest in London. However, the range of values was smaller, from 79.0% in London to 84.6% in the South West. This means that the

⁶ Work and Pensions Committee, [Disability Employment Gap](#), 30 July 2021

⁷ [The Conservative Party Manifesto 2015](#), April 2015, p19

disability employment gap varied widely by region: from 23 percentage points in the South East to 41 percentage points in Northern Ireland.

2

Demographics of disabled people in employment

The Office for National Statistics (ONS) quarterly statistics on the labour market status of disabled people include a breakdown for men and women. The Department for Work and Pensions (DWP) publishes data broken down by other demographic characteristics in its [Employment of disabled people](#) statistics.⁸ The DWP statistics are taken from the ONS Labour Force Survey and the Annual Population Survey. The latest statistics, published in October 2023, cover the 12-month periods between April 2013 and March 2023.

These statistics provide a breakdown age, sex and ethnicity, but do not provide breakdowns for the other protected characteristics.

2.1

Men and women

More disabled women are in employment than disabled men. However, since there are more disabled women than disabled men, the employment rate is higher for disabled men.

There were 3.13 million disabled women in work In October to December 2023, an employment rate of 54.5%. In comparison, there were 2.39 million disabled men in work, an employment rate of 54.4%.⁹

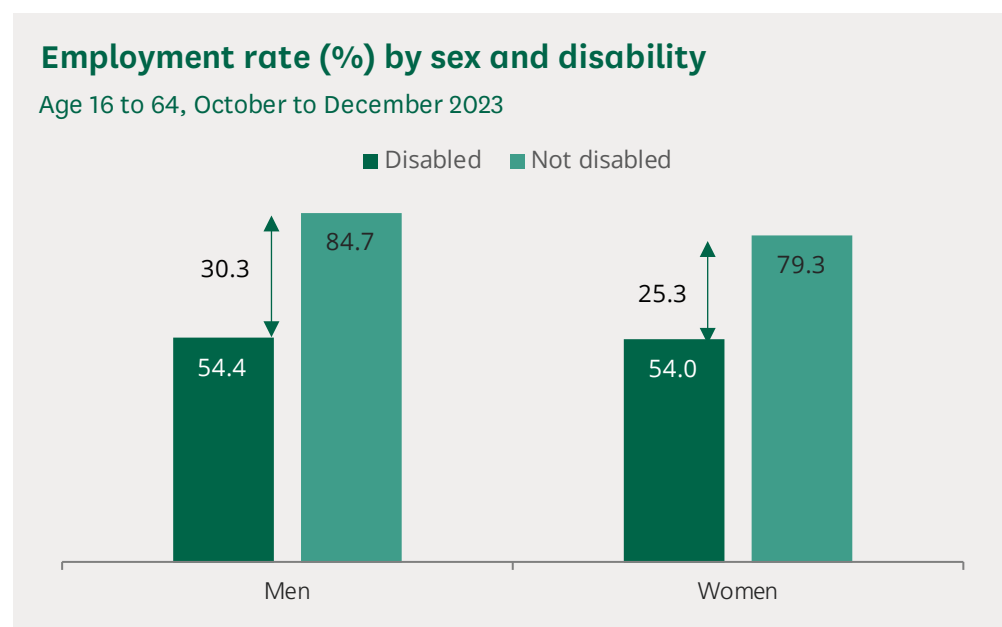
The employment rate for people who were not disabled was also lower for women than men, although the difference between them was larger than the difference for disabled people. For those who were not disabled, the employment rate for women was 79.3% while the rate for men was 84.7%.

The disability employment gap measures the percentage point different between the percentage of disabled people who are in employment and the percentage of people who are not disabled who are in employment. The disability employment gap for women was smaller than the equivalent gap for men.

The disability employment gap women was 25 percentage points, whereas the gap was 30 percentage points for men. This was due to the wider gap in the employment rates between men and women for people who are not disabled, as shown in the chart below.

⁸ DWP, [The employment of disabled people](#), 26 January 2023

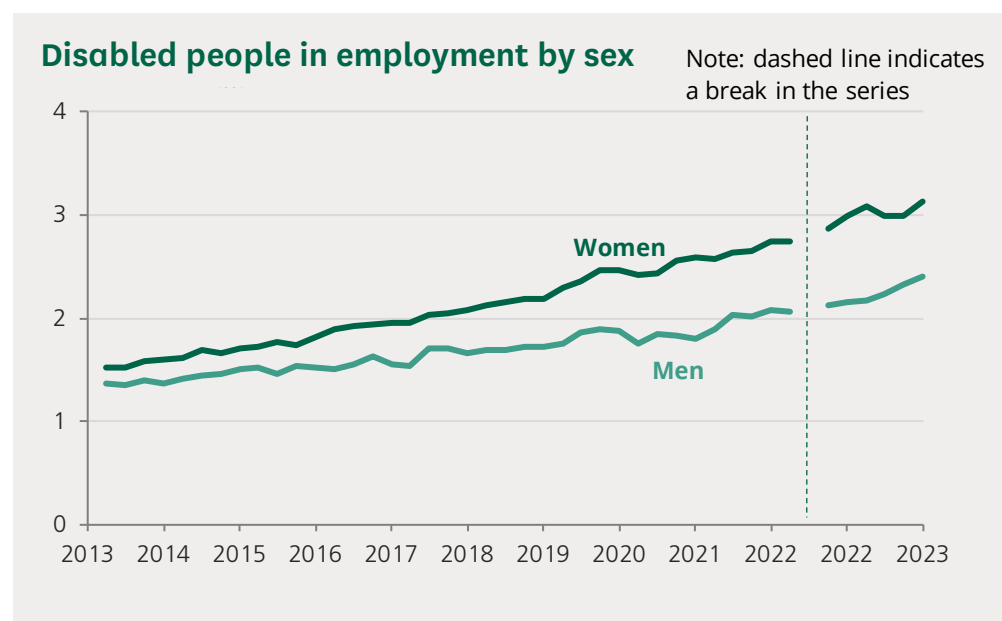
⁹ ONS, [A08: Labour market status of disabled people](#), 15 August 2023



Source: ONS, [A08: Labour market status of disabled people](#)

Trend over time

Since 2013, the numbers of disabled men and women in employment have been increasing, although at a faster rate for women, as shown in the chart below.

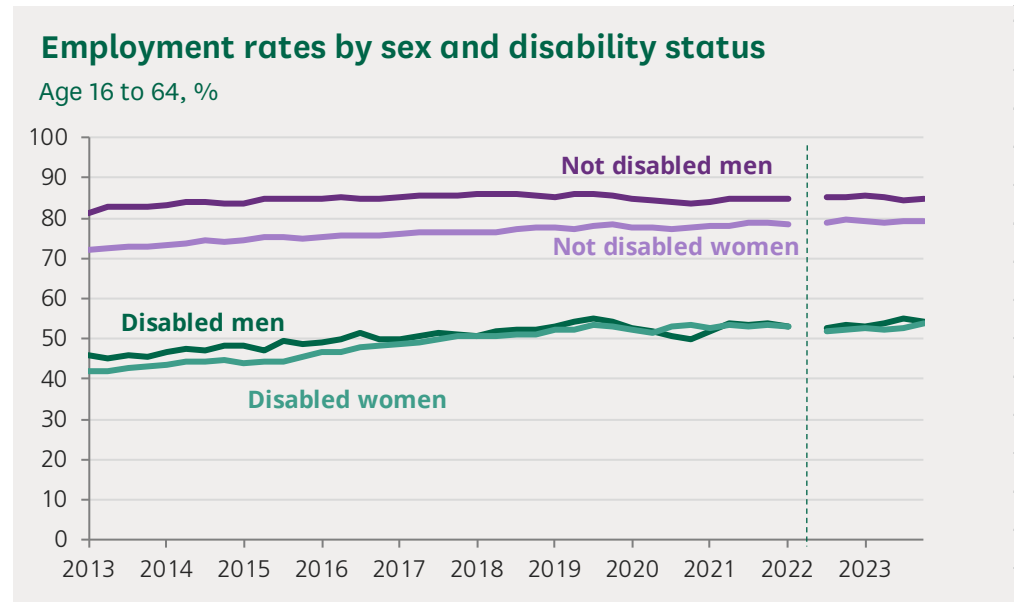


Source: ONS, [A08: Labour market status of disabled people](#)

The employment rate for disabled women increased by 11.2 percentage points, from 42.8% in October to December 2013 to 54.0% in October to December 2023.

The employment rate for disabled men increased by 8.5 percentage points, from 45.8% to 54.4%.

Over the same period, the employment rate for women who are not disabled increased by 6.5 percentage points and the rate for men who are not disabled increased by 1.7 percentage points, as shown in the chart below.



Source: ONS, [A08: Labour market status of disabled people](#)

There was a fall in the employment rate for both disabled men and women following the start of the Covid-19 pandemic.

2.2

Main health condition

The ONS records main and secondary health conditions associated with disabilities. The data shows that employment rates for disabled people vary considerably depending on their reported health conditions, as shown in the chart below.¹⁰

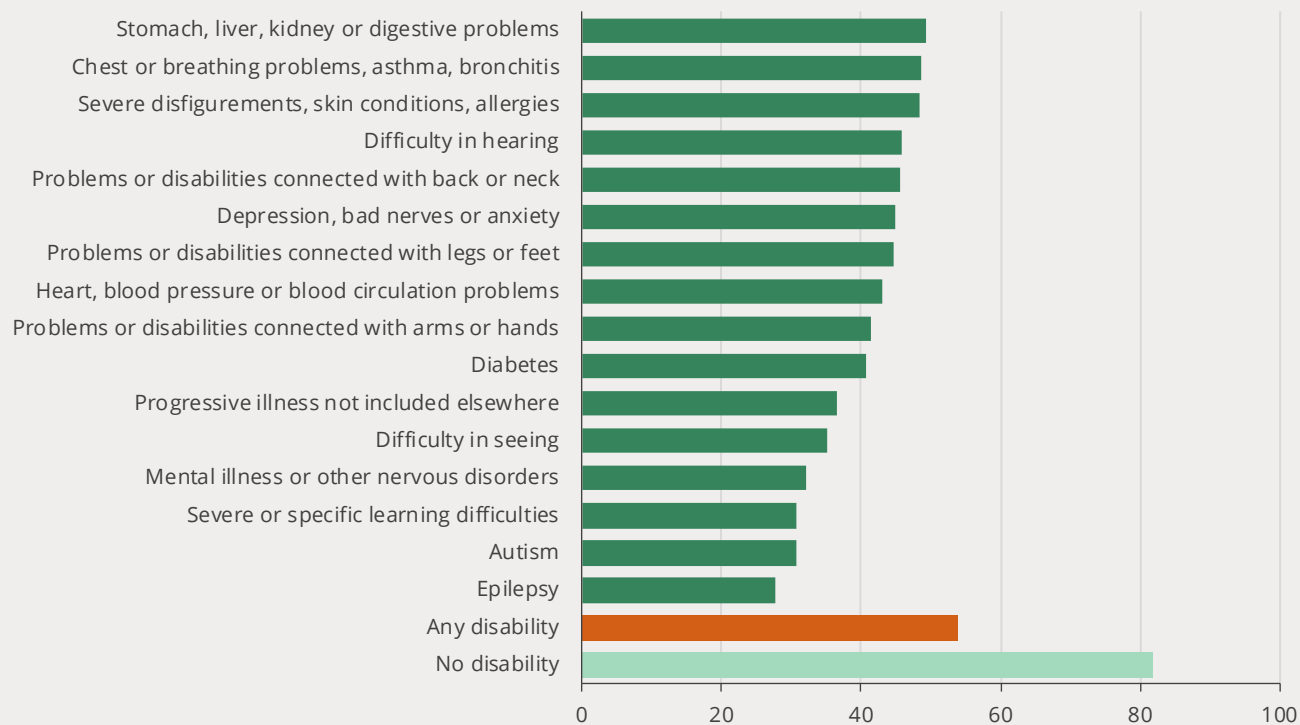
When compared with people without a disability, however, disabled people with any of the health conditions listed in the chart had lower employment rates in April 2022 to March 2023. The highest employment rate of all the health condition groups was still almost 30 percentage points below the rate for those who are not disabled.

Less than a third of disabled people with epilepsy, autism, severe/specific learning difficulties or mental illness as a main or secondary health condition were in employment.

¹⁰ DWP, [The employment of disabled people](#), 26 October 2023, table LMS004

Employment of disabled people by health condition

April 2022–March 2023, main or secondary health condition, Age 16–64, %



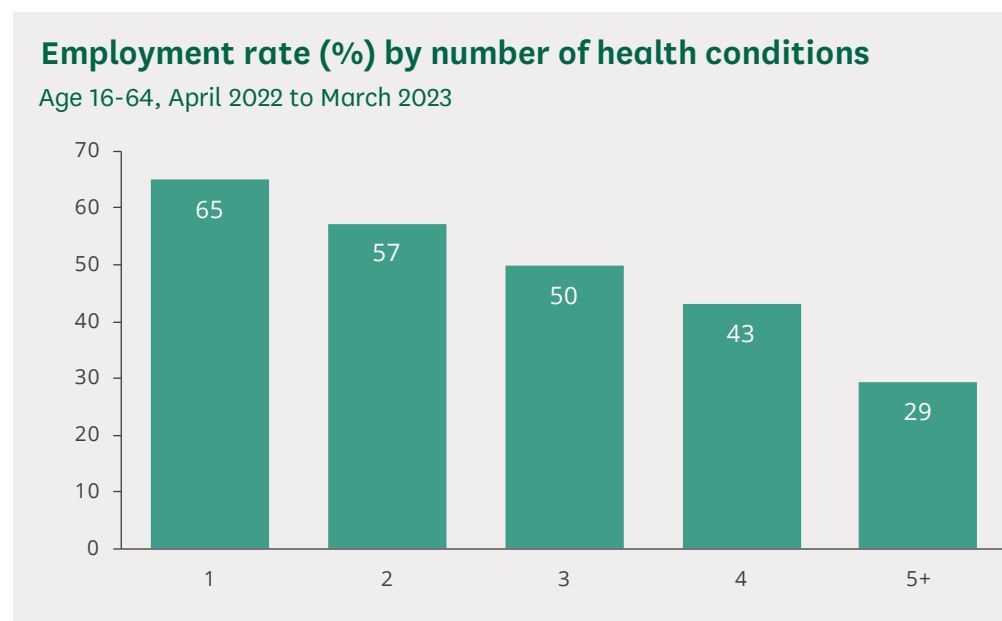
Source: DWP, [The employment of disabled people](#), 26 October 2023

2.3

Multiple health conditions

Disabled people who had multiple health conditions had lower employment rates than those with a single health condition. People with a single health condition had an employment rate of 65%, but this fell to 29% for people with five or more health conditions.¹¹ This is shown in the chart below.

¹¹ DWP, [The employment of disabled people](#), 26 October 2023, table LMS005



Source: DWP, [The employment of disabled people](#), 26 October 2023

2.4 Employment rate by other characteristics

Part-time working

Disabled people in employment are more likely to be working part time than those who are not disabled.¹²

In April 2022 to March 2023, 32% of disabled people in employment were working part time, which compared with 22% of people who are not disabled, and 24% of all people in employment.

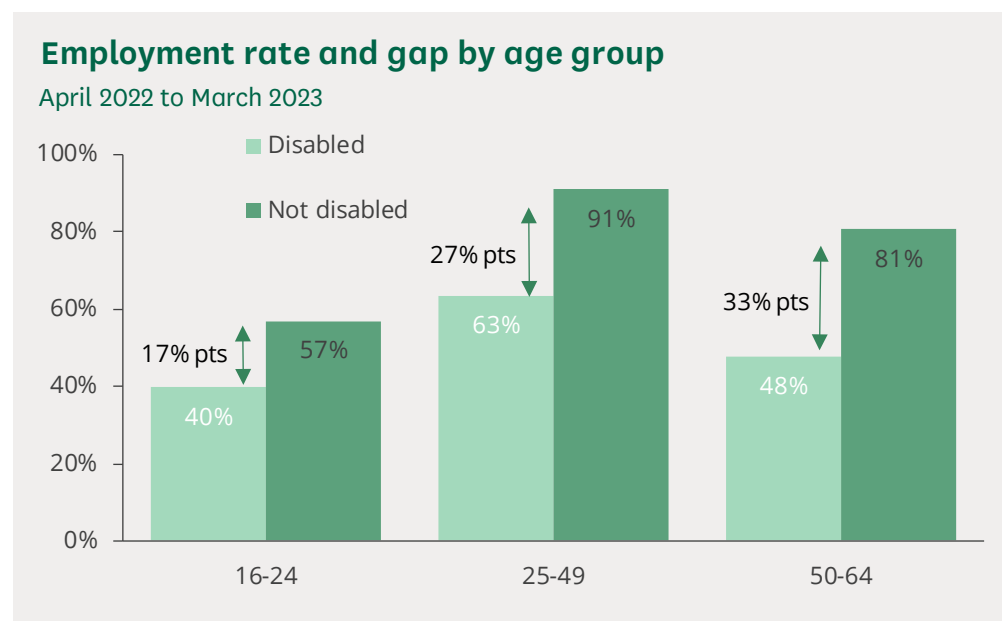
Age

As shown in the chart below, the employment rates of disabled people, and the disability employment gap, varies by age.¹³

Disabled people who were aged between 16 and 24 were less likely to be in employment in April 2022 to March 2023 than those older than 24. However, the disability employment gap was larger for those aged 50 to 64 than for those younger than 50.

¹² DWP, [The employment of disabled people](#), 26 October 2023, table EMP004

¹³ DWP, [The employment of disabled people](#), 26 October 2023, table LMS001



Source: DWP, [The employment of disabled people](#), 26 October 2023

As shown in the chart above, 63% of disabled people aged 25 to 49 were in employment, compared with 48% of those aged 50 to 64 and 40% of those aged 16 to 24.

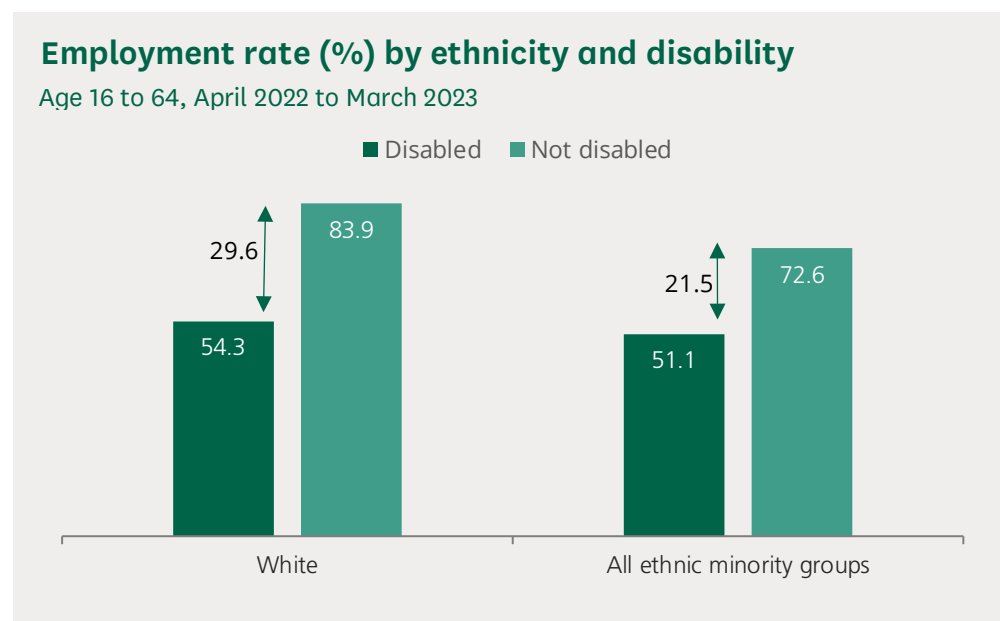
The gap between the employment rates of the disabled and non-disabled population was largest for those aged 50 to 64, at 33 percentage points.

Ethnicity

The employment rate for people from minority ethnic backgrounds was lower than the employment rate for people from a White ethnic background for both disabled people and non-disabled people. The difference between these rates was smaller for disabled people.

The employment rate for disabled people from a White ethnic background was 54.3% in April 2022 to March 2023, while it was 51.1% for those from minority ethnic backgrounds. The employment rate for people from a White ethnic background who were not disabled was 83.9% while the rate for those from a minority ethnic background was 72.6%.

This means that the disability employment gap for those from minority ethnic groups was smaller, at 21.5 percentage points, than the equivalent gap for people from a White ethnic background, which was 29.6 percentage points. This was due to the wider gap in the employment rates for people who were not disabled, as shown in the chart below.



Source: DWP, [The employment of disabled people](#), 26 October 2023

The published statistics also provide a breakdown by ethnicity group, and these show wide variation in the disability employment gap for the different groups.

However, these statistics should be used with caution. The differences in the disability employment gaps between these ethnicity groups may be at least partly explained by survey error. This may also partly explain changes from year to year. There can therefore be large changes in the published employment rates for disabled people, and the disability employment gaps, for the different ethnicity groups from year to year.¹⁴ This means that it can be difficult to use this data to identify whether disabled people from different ethnicity groups are more or less likely to be in employment.

However, certain groups are consistently less likely to be in employment than those from a White ethnic background, while others are more likely to be in employment. Disabled people from a Black ethnic background have generally had the lowest employment rate in every year from 2013/14 to 2022/23, while disabled people from Pakistani and Bangladeshi ethnic backgrounds also have lower than average employment rates. In recent years, disabled people from a Chinese or Indian ethnic background have had the highest employment rates.

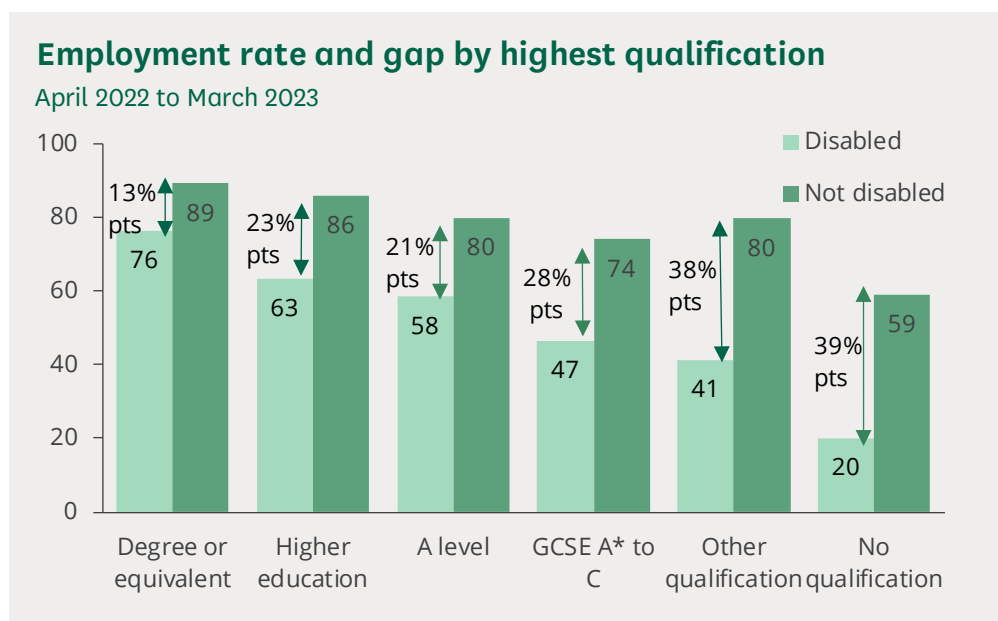
Qualifications

For all qualification levels, disabled people had an employment rate below that of people who were not disabled between April 2022 and March 2023.¹⁵

¹⁴ DWP, [The employment of disabled people](#), 26 October 2023, table LMS007

¹⁵ DWP, [The employment of disabled people](#), 26 October 2023, table LMS006

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



Source: DWP, [The employment of disabled people](#), 26 January 2023

The employment rate for disabled people varied widely depending on the highest qualification, from 20% for those without any qualifications to 76% for those with a degree or equivalent qualification.

The range in employment rates for people who were not disabled was much smaller, from 59% for those without qualifications to 89% for those with a degree or equivalent qualification.

The employment gap between disabled and non-disabled people was largest for those with no qualifications, at 39 percentage points, and lowest for those with a degree or equivalent qualification, at 13 percentage points.

The employment rate for disabled people who had a degree or equivalent qualification was below the rate for people who were not disabled with A-levels as their highest qualification.

3

Increasing the number of disabled people in work

3.1

Government policies

Various white papers and action plans have been published by the Government since 2017 which have aimed to support disabled people into work, as well as support disabled people who are in work.

Back to Work Plan

In November 2023, the Government published its Back to Work Plan, with the aim of helping up to 1.1 million people with long-term health conditions, disabilities or long-term unemployment look for and stay in work.¹⁶

The Back to Work Plan expanded some of the employment programmes that are specifically aimed at disabled people, and further information on these programmes is provided below.

The reforms in the Back to Work Plan were included as part of the [Autumn Statement 2023](#).¹⁷

Transforming Support white paper

In March 2023, the Government published the [Transforming Support white paper](#), which set out proposals aimed at helping “more disabled people and people with health conditions to start, stay and succeed in work”.¹⁸

In the white paper, the Government said it would invest more in employment support for disabled people and for those with health conditions, improve the support for those applying for and receiving health and disability benefits, and reform the benefits system.

The white paper was published following a consultation linked to the July 2021 [Shaping future support: the health and disability green paper](#).

¹⁶ HM Treasury/DWP/DHSC, [Employment support launched for over a million people](#), 16 November 2023

¹⁷ HM Treasury, [Autumn Statement 2023](#), 22 November 2023, p48

¹⁸ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

Disability Action Plan

In February 2024, the Government published its Disability Action Plan.¹⁹ The Government published the consultation on the plan in July 2023, and this ran until 6 October 2023.²⁰

The action plan included an action to evaluate how effective the government's policies were for disabled people, and to research the issues that disabled people would face in the future. There was also an action to improve the disability data that is available, following a similar commitment in the National Disability Strategy (see below).²¹ The Government has said that it will "explore steps to set up a new survey on disabled people to address gaps in evidence". It did not put in place any actions that were directly aimed at supporting more disabled people into employment.

Improving Lives

The Government had previously set out a 10-year plan on how it intends to get a million more disabled people into employment by 2027 in the November 2017 [Improving lives: the future of work, health and disability](#) white paper.

The strategy was based partly on supporting people with disabilities or long-term health conditions to find work, and partly on providing investment to support these people to stay in work.

In this 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 government £240 million and provide a boost to the economy of £260 million.²²

National Disability Strategy

In July 2021, the Government published its National Disability Strategy, which set out other ways in which it intended to support disabled people to find and stay in work.²³ A summary of the actions that were set out in this strategy are provided in the Library briefing, [The National Disability Strategy 2021: Content and reaction](#).²⁴

In the strategy, the Government said that once the target to get 1 million more disabled people into work is achieved it will then work with disabled people and their representatives to decide on how to build on it. This target was reached in 2022 as discussed in section 1.3 of this briefing.

¹⁹ Disability Unit/Equality Hub, [Disability Action Plan](#), 5 February 2024

²⁰ Disability Unit, [Disability Action Plan 2023 to 2024](#), 18 July 2023

²¹ DWP/Disability unit/Equality Hub, [National Disability Strategy](#), 28 July 2021

²² DWP, [Improving lives: the future of work, health and disability](#), 30 November 2017, p6

²³ DWP/Disability unit/Equality Hub, [National Disability Strategy](#), 28 July 2021

²⁴ House of Commons Library, [The National Disability Strategy 2021: Content and reaction](#), 24 January 2023

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

3.2

Access to Work scheme

The Access to Work scheme was introduced in 1994 and provides support to disabled people in the workplace. Access to Work grants are available to employees and to the self-employed and aim to provide practical and financial support to help disabled people find or stay in work.²⁵

Access to Work provision was approved for 49,820 people in 2022/23, which was the highest level of approvals in any financial year since 2007/08.²⁶ This provision included elements such as:²⁷

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

The most common element that was approved was a support worker, which was approved for just under half of those who had any provision approved.

The maximum annual amount an individual can receive was set at £66,000 from 1 April 2023. This is updated annually every April.²⁸

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

The Access to Work Mental Health Support Service provides support to manage mental health at work. This may include a tailored plan to help someone get or stay in a job, or one-to-one sessions with a mental health professional.²⁹

²⁵ GOV.UK, [Access to Work: get support if you have a disability or health condition](#)

²⁶ Data for years prior to 2007 is not available due to unreliable data

²⁷ DWP, [Access to Work Statistics](#), 28 September 2023, table 1

²⁸ DWP, [Access to Work factsheet for customers](#), 10 April 2023

²⁹ GOV.UK, [Access to Work: get support if you have a disability or health condition](#)

In 2022/23, 10,550 people were approved to receive mental health support as part of the scheme, which is more than double the number of people who received this support in 2018/19.³⁰

Adjustments to Access to Work

As part of the Transforming Support white paper, the Department for Work and Pensions (DWP) announced it will pilot a new Access to Work “enhanced package”, which will be aimed at disabled people who need more support than the existing scheme can provide.³¹

Two new elements are being tested as part of this expanded “Access to Work Plus” support:³²

1. An enhanced package of personal support.
2. Support for employers “who are willing to make adjustments to the workplace and/or shape the job roles” to provide employment opportunities for disabled people who have high in-work support needs.

The pilot of this new package is expected to last for up to 12 months.

Adjustment passports

Since summer 2021, the DWP has begun a series of adjustment passport trials. These passports provide information on a disabled person’s working requirements and the workplace support and adjustments that they require. The passport can then be shared with employers, with the aim of reducing the time it takes to obtain an Access to Work award.³³

The roll-out of a health adjustment passport, which is intended to support disabled jobseekers, was completed by May 2022.³⁴ Other types of adjustment passports were also piloted in 2023, such as one that will support disabled graduates to transition into work (see section 3.5 of this briefing).

Criticism of the Access to Work scheme

In the consultation before the Transforming Support white paper, respondents said the Access to Work scheme is helpful, but that not enough people know about it and that the application process can be complex.³⁵

Similar criticisms about a lack of awareness of the scheme and a difficult application process were provided in the evidence for the Work and Pensions Committee’s [Disability employment gap inquiry](#). The committee called on the DWP to launch a marketing campaign targeted at employers and disabled

³⁰ DWP, [Access to Work Statistics](#), 28 September 2023, table 2

³¹ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

³² [PQ 168044](#), 17 March 2023

³³ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

³⁴ DWP, [Health Adjustment Passport](#), 23 December 2022

³⁵ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

people who are in, or applying for, work. It also said that the “digital transformation” of the application process was long overdue.³⁶

The committee welcomed the adjustment passports, and called on the DWP to extend eligibility to other groups of disabled people if the pilot was successful.

The DWP said it has redesigned the online application for the Access to Work scheme so that it is “more useable, accessible and inclusive”. It also said that it is working on an online claims process. The process of claiming against a grant award currently requires a paper form and receipts must be sent through the post. This can mean waiting times of up to seven weeks before claims are paid. The DWP has said that “eventually” the service will be fully digital.³⁷

Further information on the Access to Work scheme is provided in the Library briefing [‘Access to Work’ scheme for disabled people](#).

3.3

Disability Confident scheme

The Disability Confident scheme aims to help employers “to think differently about disability and take action to improve how they recruit, retain and develop disabled people”, and to identify organisations “who are committed to inclusion and diversity in the workplace”.³⁸

Disability Confident levels and accreditation

Employers can sign up to the scheme, and may be given accreditation to one of three levels:

Level 1: Disability confident committed

The employer must agree to the [Disability Confident commitments](#), and commit to offering a disabled person an opportunity in their organisation. This could be anything from half a day of job shadowing to paid employment. Employers should meet these commitments over the period of their accreditation.³⁹

Level 2: Disability confident employer

The employer must show they are actively looking to attract and recruit disabled people, that they support disabled staff in their organisation and that they are making reasonable adjustments as required. They must also

³⁶ Work and Pensions Committee, [Disability Employment Gap](#), 30 July 2021

³⁷ DWP Digital, [Ensuring everyone has access to work](#), 29 July 2022

³⁸ DWP, [Disability Confident employer scheme](#), 15 June 2021; GOV.UK, [Disability Confident](#)

³⁹ DWP, [Level 1: Disability Confident Committed guidance](#), July 2017

commit to actions to both encourage disabled people to join their organisation, and to develop the disabled people within their organisation.⁴⁰

Level 3: Disability confident leader

The employer will be independently validated in whether they are meeting the criteria for a Disability Confident Leader, and they must show that they are encouraging and supporting other employers to become Disability Confident.⁴¹

Employers will join the scheme at level 1 and can then work their way up to level 3. Accreditation at each level lasts for three years.

How many employers are signed up to the scheme?

19,565 employers were signed up to the scheme in March 2024.⁴² Of these:

- 14,753 were disability confident committed (75%)
- 4,217 were disability confident employers (22%)
- 595 were disability confident leaders (3%)

The DWP has said it is not possible to accurately estimate how many disabled people these employers have working for them.⁴³

Review of the Disability Confident scheme

In its [July 2021 inquiry report on the disability employment gap](#), the Work and Pensions Committee called on the DWP to explore ways to measure the success of the scheme.

It also called on the DWP to “urgently announce” plans to evaluate the scheme, to establish an independent body to carry out external assessments of disability confident employers and to consider whether the existing disability confident commitment is “sufficiently challenging and encourages meaningful change from employers”. The committee also recommended that any new commitments should include a requirement for disability confident employers to recruit disabled people before being awarded a higher level.⁴⁴

In the National Disability Strategy, the Government said it would review and strengthen levels 2 and 3 of the scheme in 2021. The review would consider if the content of these levels was up to date, as well as exploring ways of

⁴⁰ DWP, [Level 2: Disability Confident Employer guidance](#), July 2017

⁴¹ DWP, [Level 3: Disability Confident Leader guidance](#), July 2017

⁴² DWP, [Disability Confident: employers that have signed up](#), 6 November 2023

⁴³ [PQ HL167](#), 14 January 2020

⁴⁴ Work and Pensions Committee, [Disability Employment Gap](#), 30 July 2021

encouraging employers to progress through the scheme.⁴⁵ The review began in September 2021.⁴⁶

The review was “paused” after the High Court declared that the National Disability Strategy was unlawful in January 2022:⁴⁷

The commitment to consult on disability workforce reporting was set out in the National Disability Strategy. In January 2022, the High Court declared that the strategy was unlawful because the UK Disability Survey, which informed it, was held to be a voluntary consultation that failed to comply with the legal requirements on public consultations.

In July 2023, the Court of Appeal ruled that the High Court was wrong to find the strategy was unlawful.⁴⁸

In September 2023, the DWP published a report on the findings of a survey of employers who were disability confident members.⁴⁹ Two thirds of surveyed employers agreed joining the scheme had a positive impact on their organisation, and just under two thirds reported they had recruited a disabled employee, or an employee with a long-term health condition, since joining the scheme. Employers also reported that they were [more likely to take a range of disability recruitment activities](#) after signing up the scheme.

3.4

Employment support provision

The government’s employment support provision is mainly funded by the DWP and is normally available through Jobcentre Plus.

The Work and Pensions Committee has called on the Government to “reimagine fundamentally how it provides employment support to disabled people”, and that more power should be granted to local authorities to be able to put in place their own employment support provision.⁵⁰

Universal Support

The Universal Support programme was announced in the [2023 Spring Budget](#), with the first phase of the programme starting in September 2023.⁵¹ The programme intends to match long-term sick and disabled participants with suitable vacancies, while also providing support and training.

⁴⁵ Disability Unit/Equality Hub, [National Disability Strategy](#), 28 July 2021, p54

⁴⁶ [PQ 94493](#), 11 January 2022

⁴⁷ [PQ HL3385](#), 25 November 2022 and DWP

⁴⁸ [Case law link – check how to do these properly](#)

⁴⁹ DWP, [Disability Confident: survey of participating employers, May 2022](#), 18 September 2023

⁵⁰ Work and Pensions Committee, [Disability Employment Gap](#), 30 July 2021

⁵¹ DWP, [25,000 people to be helped into work as government ramps up roll-out of flagship Universal Support scheme](#), 13 September 2023

The intention of this programme is that participants will receive a job from the outset, and this will be followed up by in-person and online support from a personal adviser to help them in this role.

The first phase of the programme involves providing “personal adviser-based support” and the Government has said that it expects this to support 25,000 people into employment within the first year. Funding of £53 million was announced for this phase of the programme.

Participants will be referred to the programme by Jobcentre work coaches or by providers of the Work and Health Programme (see below).

The Government had initially said that the Universal Support programme would be expanded to support at least 50,000 people into employment each year from 2025/26. However, the programme was expanded as part of the November 2023 Back to Work Plan, with the Government announcing that it will provide 100,000 placements from 2025/26.⁵²

Work and Health Programme

The Work and Health Programme is an employment support programme that was launched in north-west England and Wales in November 2017. The programme rolled out across the rest of England during early 2018.⁵³ It replaced the [Work Programme](#) and [Work Choice](#) schemes, with referrals to both of these ending in 2018.

Referrals to the Work and Health programme were due to end in October 2022, but this has been extended until September 2024.⁵⁴

It is available to people with health conditions or disabilities, and to various groups of vulnerable people, and people in these groups do not need to be claiming benefits to apply.

The programme was also previously mandatory for Jobseeker’s Allowance or Universal Credit claimants who had been unemployed for over two years. However, referrals to the programme for the long-term unemployed were not extended beyond October 2022.

The programme provides up to 15 months of support to help people find a job, and up to six months of in-work support.⁵⁵ This support is provided by specialist providers, and participants are referred to them by jobcentres. Providers are paid a service delivery fee, as well as an outcome-related payment if a participant achieves a “job outcome”.

⁵² HM Treasury/DWP/DHSC, [Employment support launched for over a million people](#), 16 November 2023

⁵³ GOV.UK, [Work and Health Programme](#); DWP, [April 2018: Touchbase edition 126](#), 23 May 2018

⁵⁴ DWP, [Work and Health Programme statistics to November 2022](#), 23 February 2023

⁵⁵ DWP, [Shaping Future Support: The Health and Disability Green Paper](#), 21 July 2021, p75

A participant is classed as achieving a [job outcome](#) when they have reached a specified level of earnings (which varies by region) once in employment, or reach six months of being in self-employment.⁵⁶

The Government reported in 2019 that the programme would support 275,000 people over five years, including 220,000 disabled people.⁵⁷ The two-year extension of the programme from October 2022 to September 2024 is intended to support around 100,000 people.⁵⁸

Between November 2017 and August 2023:⁵⁹

- There had been 520,000 referrals to the programme, and over three quarters of these were for disabled people.
- 450,000 people had been referred. There can be multiple referrals per person.
- 300,000 people had started on the programme. 230,000 of these were disabled.
- Around two thirds of the disabled people who had been referred had started on the programme.
- There had been 80,700 job outcomes with 63,900 of these involving disabled people.⁶⁰

As part of the Transforming Support white paper, the Government announced that it would undertake a “full impact evaluation” of the programme and use this to help design and deliver future employment support programmes.⁶¹

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

Intensive Personalised Employment Support programme

The Intensive Personalised Employment Support (IPES) programme launched in late 2019; it provides personalised support to disabled claimants who are likely to have complex support needs and barriers to work, and for whom other support such as the Work and Health programme would not be suitable.⁶²

⁵⁶ [PQ HL5940](#), 2 July 2020

⁵⁷ [PQ 880](#), 21 October 2019

⁵⁸ [PQ 901931](#), 31 October 2022

⁵⁹ DWP, [Work and Health Programme statistics](#), 30 November 2023

⁶⁰ DWP, [Job Outcomes from WHP via Stat Xplore](#), extracted 30 November 2023

⁶¹ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

⁶² GOV.UK, [Intensive Personalised Employment Support provider guidance](#), 10 May 2023

The programme looks to support claimants who, without the additional support, are more than a year from employment.

The programme aimed to support 10,000 people over four years.⁶³ The number of places on the programme was increased by 25% from July 2021 to meet increased demand.⁶⁴

People on this programme will have a dedicated support worker who will provide one-to-one support and training to help them get into work. They will usually receive this support for 15 months, as well as six months of on-the-job support if they find employment.

As with the Work and Health programme, participants on this programme will be referred to specialist providers by jobcentres. Providers are paid a service delivery fee, as well as an outcome payment if a participant achieves one of the following two job outcome measures:

- a lower threshold income measure, which is defined as earnings equivalent to eight hours per week for 26 weeks at the adult rate of the National Living Wage
- a higher threshold, which is the equivalent to 16 hours per week for 26 weeks⁶⁵

From December 2019 to January 2023 there were:⁶⁶

- 14,315 referrals
- 8,815 programme starts
- 1,940 lower threshold outcomes and 1,580 higher threshold outcomes.

Support from Jobcentre Plus advisers

Disabled people can receive specialist support from disability employment advisers, while work coaches will also support them to find employment.

Work coaches

As part of the Transforming Support white paper, the Government announced that it would provide more work coach support to people with health conditions who are receiving Universal Credit or Employment and Support Allowance.⁶⁷

In October 2023, the Government said that it would expand a pilot scheme that aims to explore barriers to work. As part of this, out-of-work disabled

⁶³ [PQ 161806](#), 10 March 2021

⁶⁴ DWP, [Shaping Future Support: The Health and Disability Green Paper](#), 21 July 2021, p75

⁶⁵ [PQ H15940](#), 2 July 2020

⁶⁶ [PQ 141458](#), 20 February 2023

⁶⁷ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

people who are claiming benefits will develop a ‘work ability plan’ with an employment and health practitioner, which is then shared with work coaches. This was initially piloted in Wales, and will now be expanded to [twelve further locations](#) across England and Wales.⁶⁸

Work coaches also provide support to disabled people and those with health conditions who are in work and on Universal Credit through the In-Work Progression Offer. This offer intends to provide support to help these claimants move to higher-paid work. From September 2023, Universal Credit claimants in the [‘light touch’ conditionality group](#) will be required to engage with this offer.⁶⁹ The specific requirements for a claimant will be set out in their [Claimant Commitment](#), and they may be sanctioned if they do not meet this requirement.⁷⁰

The Government has also said that it will ensure that every work coach has access to a disability employment adviser.⁷¹

Disability employment advisers

Disability employment advisers work with work coaches within Jobcentre Plus to provide employment support to disabled people who are out of work. The Government put in place 300 new advisers as part of the Personal Support Package, which it introduced in March 2017 and which put in place increased support for disabled claimants.⁷² An additional 315 advisers were announced in April 2021 and the Government reported that when these advisers were recruited there would be 1,115 advisers in place.⁷³

The Disability Employment Adviser Leader role was created in April 2019. Adviser leaders manage a team of disability employment advisors, and work with internal and external partners to support claimants with disabilities to move into work.⁷⁴

In October 2023, there were 750 (full-time equivalent) disability employment advisers in place.⁷⁵

Flexible Support Fund

As part of the Personal Support Package, the Government committed to providing extra funding to the Flexible Support Fund.⁷⁶ The fund gives Jobcentre Plus Districts greater freedom to tailor back-to-work support to individual and local need. Working within local guidelines and priorities,

⁶⁸ DWP, [Back to work boost for disability benefit claimants as ground-breaking employment scheme expanded](#), 26 October 2023

⁶⁹ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

⁷⁰ DWP, [Equality Analysis: In-Work Progression Offer](#), 17 April 2023

⁷¹ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

⁷² DWP, [Welfare reforms and £330 million employment package start from April 2017](#), 31 March 2017

⁷³ DWP, [Government unveils new support for disabled jobseekers](#), 7 April 2021

⁷⁴ [PQ 4761](#), 27 January 2020

⁷⁵ [PQ 210](#), 14 November 2023

⁷⁶ House of Commons Library, [Jobcentre Plus Flexible Support Fund](#), 12 October 2016

Jobcentre Plus advisers have discretion to decide how to help individuals move closer to or into work.⁷⁷

Local supported employment

The DWP worked with nine local authorities on a proof of concept for a Local Supported Employment scheme between November 2017 and May 2019. This aimed to support people with a learning difficulty or autism into work.⁷⁸ There were 580 referrals to the scheme during this period, with 560 people starting the scheme and 260 people starting a job.⁷⁹

In November 2022, the Government provided funding to expand this scheme to 28 local authority areas across England and Wales until March 2025, with the intention of supporting around 2,000 adults with learning disabilities and/or autism move into and stay in work.⁸⁰

Individual Placement and Support

In the Back to Work plan it was announced that the Individual Placement and Support programme (IPS) would be extended, with the aim of helping an additional 100,000 people with severe mental illness find and keep jobs over a five-year period.⁸¹ IPS was launched in June 2022 following trials since 2018 in West Midlands Combined Authority and South Yorkshire Mayoral Combined Authority.⁸²

IPS is a joint programme of the DWP and Department for Health and Social Care programme, which is aimed at adults in England who have a physical or mental health disability.⁸³ It uses the principles of the [IPS model](#), which means that it aims to find people jobs within weeks of being referred to the service, and then works with the employer and employee to keep them in the job, or help them move to a different job.⁸⁴

WorkWell

As part of the 2023 Spring Budget a pilot of the WorkWell programme was announced which would look to link Jobcentres and health services

⁷⁷ DWP/Department of Health (DoH), [Improving lives: the future of work, health and disability](#), p55

⁷⁸ BASE, [Supported Employment Proof of Concept](#) (accessed 17 April 2023)

⁷⁹ [PQ 121078](#), 16 January 2023

⁸⁰ DWP, [Transforming Support: The Health and Disability White Paper](#), 15 March 2023

⁸¹ HM Treasury/DWP/DHSC, [Employment support launched for over a million people](#), 16 November 2023

⁸² DWP, [Letter: Individual Placement and Support in Primary Care \(IPSPC\) initiative](#), 12 July 2022

⁸³ DWP/DHSC, [Individual Placement and Support in Primary Care Initiative](#), 18 December 2023

⁸⁴ IPS Grow, [What is IPS](#) (accessed 8 March 2024)

providers.⁸⁵ This programme was then formally launched as part of the November 2023 Back to Work Plan.⁸⁶

WorkWell services are expected to start from autumn 2024 and the programme will aim to support around 60,000 long-term sick or disabled people either into work or to stay in work.⁸⁷

The programme will be aimed at people who are either recently unemployed or who need support to stay in work, and it will offer “low-intensity interventions”.

Individuals could be referred through their employer, local services within their area, primary care providers such as GPs, Jobcentre Plus and themselves through self-referral.

Funding of £57 million will be made available across 2024/25 and 2025/26.

3.5 Support for young people

The Government published its plan to improve special educational needs and disabilities (SEND) support and alternative educational provision in March 2023.⁸⁸ This included a section on transitions into employment for young people with special education needs or for those who are disabled.⁸⁹

The Library briefing, [The Special Educational Needs and Disabilities and Alternative Provision Improvement Plan](#) provides a summary of the measures in this plan.

Supported internships

Supported internships have been in place since September 2013, and look to provide “coherent, personalised, learning programmes” to help disabled young people move into employment.⁹⁰

These internships are available to people aged 16 to 24 in full-time education with special educational needs or a disability, who have an education, health and care (EHC) plan. They provide a work placement as well as support from a learning provider for a minimum of six months, up to a year. There is no legal requirement or expectation that an intern will be paid.

⁸⁵ HM Treasury, [Spring Budget 2023](#), 21 March 2023

⁸⁶ HM Treasury/DWP/DHSC, [Employment support launched for over a million people](#), 16 November 2023

⁸⁷ DWP/DHSC, [WorkWell](#), 30 November 2023

⁸⁸ DfE, [SEND and alternative provision improvement plan](#), 2 March 2023

⁸⁹ DfE, [SEND and alternative provision improvement plan](#), 2 March 2023, p48

⁹⁰ DfE, [Providing supported internships for young people with an EHC plan](#), 1 February 2022

The Government has committed to investing £18 million between 2022 and 2025 with the intention of doubling the number of Supported Internships by 2025.⁹¹ Supported Internships are included in the 2021-2022 implementation plan for the Government's new Autism Strategy (2021-2026).⁹²

In response to a freedom of information request from an education news outlet FE Week, the Government reported that 2,499 students started a Supported Internship in 2020/21, while 2,054 completed an internship.⁹³

Adjustment passports

As outlined in section 3.2 of this briefing, Access to Work adjustment passports have been piloted since 2021 to support disabled people to move into employment. As part of this, a pilot scheme was tested in 2022 that provided passports to university students to support their transition into work, and as of March 2023 this pilot was being reviewed. This will be offered to students who already receive extra support while studying at university.⁹⁴

The Government has announced that these passports will also be trialled with supported interns and apprentices.⁹⁵

3.6

Apprenticeships

In 2021/22, 14% (47,500) of people starting apprenticeships had learning difficulties and/or disabilities.⁹⁶ The Government had intended to increase the proportion of apprenticeships that were started by people with learning difficulties or disabilities to 20% by 2020.⁹⁷

In September 2017 the Government adjusted the English and maths requirements for people starting an apprenticeship who had a learning difficulty or disability.⁹⁸ This was in response to recommendations from a [taskforce led by Paul Maynard which aimed to](#) make apprenticeships more accessible to disabled people.⁹⁹

Apprentices with formally recognised special educational needs, learning difficulties or disabilities are able to complete a level 3 or higher

⁹¹ DfE, [SEND and alternative provision improvement plan](#), March 2023, p49

⁹² [HCWS226](#), 21 July 2021

⁹³ FE Week, [Just 1 in 4 SEND students in work a year after supported internship ends](#), 18 November 2022

⁹⁴ DWP, [New government 'passport' to help disabled graduates get in to employment](#), 3 December 2021

⁹⁵ DfE, [SEND and alternative provision improvement plan](#), 2 March 2023, p48

⁹⁶ House of Commons Library briefing [Apprenticeship statistics for England](#), 9 April 2020, p13

⁹⁷ [PQ 3751](#), 28 October 2019

⁹⁸ ESFA, [Summary of changes to English and maths requirements for apprenticeships – supporting notes](#), September 2017

⁹⁹ BIS/DfE/DWP, [Paul Maynard taskforce recommendations](#), 11 July 2016

apprenticeship (A level or equivalent) if they have [entry level 3 functional skills](#) in English and/or maths. For other apprentices, a level 3 or higher apprenticeship can only be completed if the apprentice has achieved a level 2 qualification (GCSE or equivalent) in both English and maths.¹⁰⁰

As part of the SEND and alternative provision improvement plan, the Government has said that it will conduct a pilot to “consider the evidence required to access flexibilities” for the maths and English requirements.¹⁰¹

The Government will also work with Jobcentres to ensure that young people with SEND who have contact with them are made aware of apprenticeships and their benefits.

The [Apprenticeship Diversity Champions Network](#) was also set up in 2017 to encourage disabled people to consider apprenticeships. This now has over 70 member organisations. Member organisations are expected to take steps to improve the diversity and inclusion of apprenticeships, and some have set “aspirational targets” for the number of apprentices in their organisation who have learning difficulties and/or disabilities.¹⁰²

¹⁰⁰ ESFA, [Apprenticeship funding rules and guidance for employers August 2022 to July 2023](#), July 2022, pp50-54

¹⁰¹ DfE, [SEND and alternative provision improvement plan](#), March 2023, p11

¹⁰² DWP/DoH, [Improving lives: the future of work, health and disability](#), p 60

4

Anti-discrimination legislation

4.1

The Equality Act 2010

Types of disability discrimination

The [Equality Act 2010](#) defines and prohibits three types of disability discrimination in employment and recruitment: direct discrimination, indirect discrimination and discrimination arising from disability.¹⁰³

Direct disability discrimination

Direct disability discrimination is when an employer treats a disabled person less favourably because they are disabled.

Indirect disability discrimination

Indirect disability discrimination is when an employer applies a policy, criterion or practice which puts a disabled person at a particular disadvantage compared with non-disabled people. However, indirect discrimination may be lawful if it can be shown to be a proportionate means of achieving a legitimate aim.

Discrimination arising from disability

Discrimination arising from disability is when an employer treats a person unfavourably because of a consequence of an employee's disability, such as the employee needing to take more frequent toilet breaks, or having a guide dog at work. It differs from direct discrimination in that the unfavourable treatment is because of something arising from the disability, not the disability itself.

Unlike indirect discrimination, a disabled person does not need to show that the employer was applying a provision that would put disabled people at a particular disadvantage to prove that discrimination arising from disability had occurred. It is sufficient to show that they were treated unfavourably because of something arising from their particular 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.

¹⁰³ [Equality Act 2010](#), 6 July 2010

People who have been subjected to disability discrimination by their employer can complain to an employment tribunal, which may award compensation or other remedies. For more details see the Library's constituency casework article on [Making a claim to an employment tribunal](#).¹⁰⁴

Reasonable adjustments

As part of the Equality Act 2010, employers must make reasonable adjustments to support disabled job applicants and employees. The Department for Work and Pensions (DWP) has said that employers must ensure that “disabled people can overcome any substantial disadvantages they may have doing their jobs and progressing in work”.¹⁰⁵

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.¹⁰⁶

- 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.

¹⁰⁴ House of Commons Library, [Making a claim to an employment tribunal](#), 28 April 2023

¹⁰⁵ DWP, *Employing disabled people and people with health conditions*, 1 September 2022

¹⁰⁶ GOV.UK, [Reasonable adjustments for workers with disabilities or health conditions](#) (accessed 21 April 2023)

- 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 by an employer towards the cost of making such reasonable adjustments.

The Equality and Human Rights Commission has provided [Examples of reasonable adjustments in practice](#).¹⁰⁷

¹⁰⁷ Equality and Human Rights Commission, [Examples of reasonable adjustments in practice](#) (accessed 21 April 2023)

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