



**Reason-ABLE**

A Community Interest Company

Employing  
Disabled People:

Why you really  
should



# A quick Verse

We are disabled, and yes we can work  
Unhelpfully labelled, we all have our quirks

We don't cost the earth, and won't always be sick  
We know what we're worth and learn really quick

Give us a chance, we can be quite inventive  
Our skills can enhance, so what better incentive



# Challenges in Recruitment



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# In the news

65p JOURNALISM YOU CAN TRUST • BRITAIN'S FASTEST GROWING READERSHIP

**£500 payouts to flooding victims 'too little, too late'**  
PLB 'I've never known it as bad as this' Dean Kirby in Fromebridge P15

**Rishi Sunak's Budget plan to sideline southern voters and win friends in the North**  
Katy Balls in comment P15

**UK closes the door to 'low-skilled' migrant workers**  
 ▶ New points-based immigration system is revealed to world  
 ▶ Job offer essential except for highest-qualified migrants  
 ▶ PhD, science background, speaking English and £25,600 salary all boost prospect of being allowed into UK post-Brexit  
 ▶ Employers anxious after being told to end 'reliance on cheap labour' - with construction, catering and social care affected  
 ▶ No access to benefits during first five years of residency

**Coronavirus outbreak**  
 Common drug shortage feared as output slows P5

**My husband's emotional affair rocked our marriage**  
 P27

**Cognac's comeback**  
 P30

WEDNESDAY 13 FEBRUARY 2020

**Liverpool fail to rare defeat**  
 Atlético stand firm against holders P24

PUZZLES P64 | THE SECRET MEDIC P67 | BERNIE SANDERS: HEALTHCARE IS A HUMAN RIGHT P22  
 THE BEDROOM ARTISTS OF TIKTOK P24 | ALEXANDER McCALL SMITH'S EPILOGUE TO ANIMAL FARM P9

**Anne-tastic**  
 Fashion's new royal muse P62

**Saffron Burrows**  
 Forty years a fighter P12

**The Guardian**  
 Wednesday 13 February 2020  
 From £1.60 for subscribers

**Fears for UK economy as Johnson closes border to unskilled workers**

New 'Australian-style' points system will bar non-English speakers

Labour and the Liberal Democrats

also condemned the plan while critics, the union that represents health workers, said they "spelt disaster for the care sector". However, ministers argue they are delivering the Brexit demanded by the electorate - and say it is time for businesses to invest themselves off cheap migrant labour and to Britain. A top government spokesman said the new immigration policy system. UK borders will be closed to non-skilled workers - and all migrants will have to speak English. Anyone wanting to come to the UK to work must have a job offer with a salary of at least £25,600. Though a "floor" of £25,600 will be acceptable in specific cases where skills shortage exists, such as in nursing. There will be no route in for self-employed people, spelling the end of, for example, independent business owners holding permits without a job. Border control will no longer accept visas from countries such as France and Italy. This, it is understood, is an attempt to clamp down on non-EU workers beating the system with forged or stolen IDs cards.

The skills threshold for foreign nationals wanting to work in the UK will be lowered from degree to level or equivalent. The top-end, high-skilled workers (being in support) on a small number of highly skilled visas will be allowed to without a job. The right of access, information agents people and musicians to enter for performances, competitions and auditions will be retained. The government intends to launch "comprehensive" campaign to recruit employers for the new system in January next year.

## Immigration: No visas for low-skilled workers, government says

1 hour ago | UK Politics

Low-skilled workers would not get visas under post-Brexit immigration plans unveiled by the government.

It is urging employers to "move away" from relying on "cheap labour" from Europe and invest in retaining staff and developing automation technology.

The Home Office said it had

**METRO**  
 FREE  
 WORLD'S MOST POPULAR FREE NEWSPAPER  
 JULY 15, 2020

**Stormziti!**  
 GRIME STAR IS KING ON GLAM NIGHT AT THE BRIT AWARDS  
 Pages 2-3

**BAN ON CHEAP EU WORKERS**  
 PATEL OUT TO STOP 'LOW-SKILLED' MIGRATION BUT UNIONS WARN OF CARE CRISIS

**BORIS'S BORDER BLUEPRINT**

**IMMIGRATION REVOLUTION**

**Migrants must have job paying at least £25,600, qualifications and speak English ++ Pay annual fee to NHS ++ No benefits for 5 years**

David Barrett  
 from David Barrett

MIGRANTS from the EU will have to speak English and have a job offer under sweeping reforms to end Britain's reliance on cheap European labour. The measures are part of the biggest shake-up to border rules since the country joined the Common Market in 1973. Low-skilled immigration will be made virtually impossible under a new system.

The Daily Mail's top story is on the first look at the government's new post-Brexit immigration system. The paper calls it an "immigration revolution" and the "biggest shake-up to border rules" since the UK joined the Common Market in 1973. It reports that migrants will have to speak English and have a job paying at least £25,600 before being allowed to come to the UK.



# Employment Statistics

## United Kingdom

Number of vacancies in  
2019:

810,000

Increase over previous year  
(2018):

17,000



# Employment Statistics

## ONS Statement Sept 2018:

‘In our opinion, the number of vacancies is expected to continue to rise due to non British citizens leaving the UK’



# An ageing population

## United Kingdom

- Over 50s make up nearly **1/3rd** of UK workforce
- **14%** of workplaces have a majority aged 50+
- **63%** aged 50+ will retire later than planned
- By 2030, **1 in 5** in the UK will be aged over 65



# Employment Statistics

## East Midlands

Micro  
Business  
(0 - 9 Staff)  
= 367,000



Medium  
Business  
(10 - 250 Staff)  
= 52,500

**Large Businesses = 1,531**





# Employment Statistics

## East Midlands

	UK	EM	
Employed	34.2 m	2.5 m	7.3%
Unemployed	1.3 m	89,000	6.9%
Inactive:	8.5 m	549,000	6.5%
Disabled	2.0 m	155,300	7.5%
Retired	1.1 m	75,300	6.7%



# Employment Statistics

## East Midlands

East Midlands population to increase from 4.7m to 5m by 2026

6.4%

0 to 15

5.4%

16 to 65

1.8%

Age 65+

20.5%

# Disability Employment Data



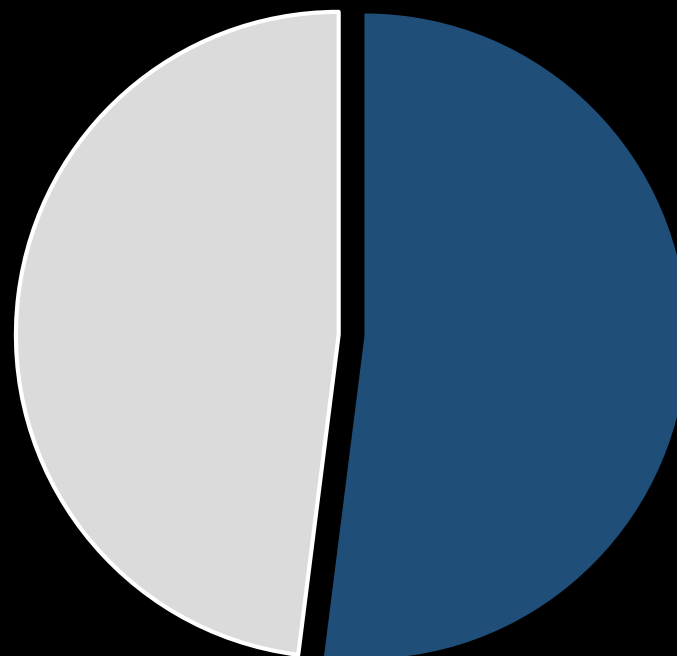
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# Disability Population

## United Kingdom

Disabled  
people of non  
working age  
= 6.3 Million



Disabled  
people of  
working age:  
= 7.7 Million

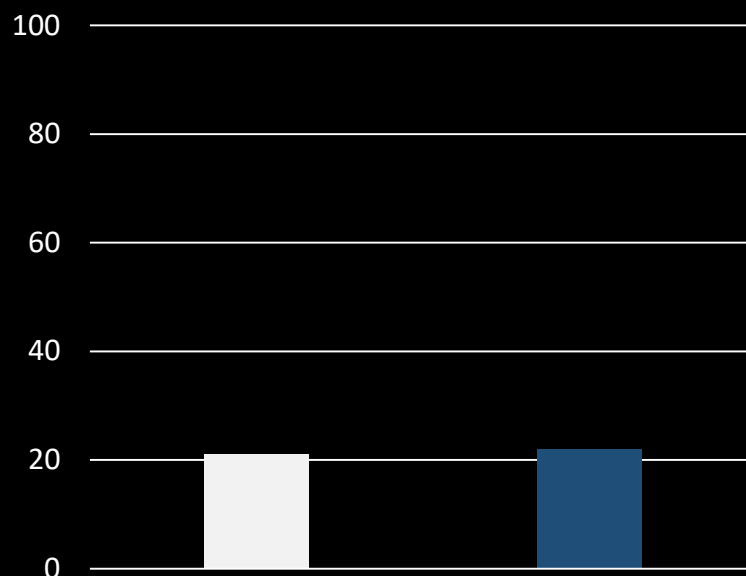
**Disability population = 14 Million**



# Disability Population

## East Midlands

Disabled people who declared:  
UK = 21%



Disabled people who declared:  
EM = 22%

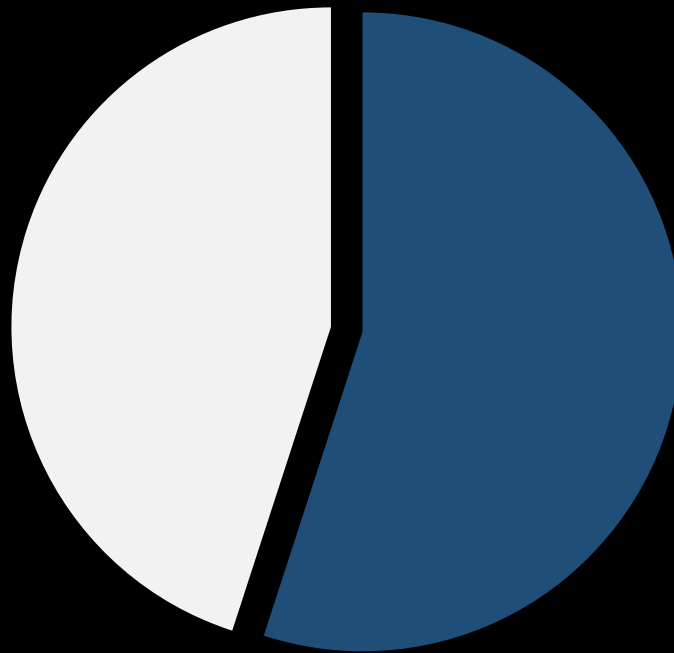
**Disability population = 950,000**



# Disability Employment

## United Kingdom

Disabled  
people not in  
work  
= 48%



Disabled  
people  
in Work:  
= 52%

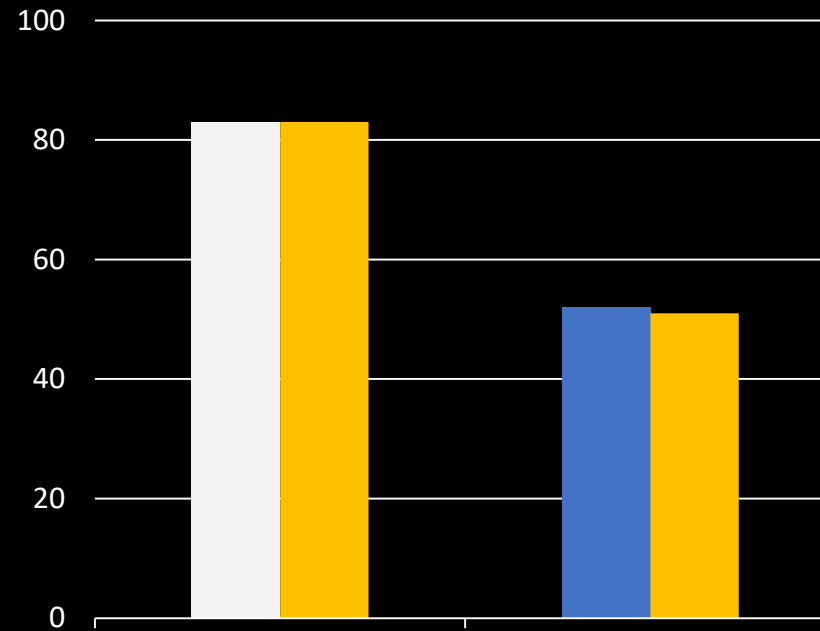
Men = 54.3% and Women = 52.4%



# Disability Employment Gap

## East Midlands

Non-disabled  
people in  
work: 83%  
(UK = 83%)



Disabled  
people in  
Work: 52%  
(UK = 53%)

EM = 31% gap (UK = 30%) gap



# Barriers to Disability Busting the Myths



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# Employer Survey 2017

## Results of FSB membership Survey

Employers who would like to employ disabled people:

**65%**

Employers who didn't know where to start:

**17%**



# Barriers to employment

## Employers stated barriers included:

- applicants unwilling to discuss their disability
- insufficient disability awareness training
- applicants not having the right skills
- lack of employer confidence
- **Myths:** including sickness, access, costs etc



# Busting Myths

## (1) It will cost too much

Employers may apply for funding towards costs through the Access To Work Scheme for:

- workplace assessments, specialist equipment, buildings adaptations, support workers, transportation to and from and in work
- supported over 32,000 people in 2019 at a cost of over £129 million.



# Busting Myths

## (2) They will always be off sick

Annual sickness days for those with long term health conditions has fallen steadily from 7 in 1997 to 4.4 in 2018'

Minor illnesses were the most common reason for sickness absence in 2018, accounting for 27.2% (38.5 million days)

\*ONS Sickness Absence in the UK Labour Market 2018



# Busting Myths

## (3) They wont stay long

Disabled employees are **4 times** more likely to stay with an employer if they are happy at work.

It costs employers at least **2.5** times more to recruit a new employee than continue to support (retain) an existing one.



# Busting Myths

## (4) Premises are not accessible

Working disabled people who say that access is an issue:\* 3%

Disabled people who use a wheelchair:\*\* 6%

Of which those who are aged over 60:\*\* 72%



# Benefits of Employing Disabled People



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# Benefits for employers

## How employers benefit:

- access to a wider talent pool
- improved employee loyalty and productivity
- improved workforce culture and diversity
- embracing more 'specialist skills'
- better reflects the diversity of customers
- increased consumer market and revenue





# Benefits for employees

## How disabled employees benefit:

- positive physical and mental health benefits improves confidence and 'self worth'
- better learning opportunities and outcomes helps to increase regular income raising living standards
- builds relationships, reducing social exclusion, providing independence and purpose



# Benefits to society

## How society benefits:

- changes in public perception improves the acceptance of disabled people
- disabled people can make a meaningful contribution to their local communities
- by using less health resources freeing them up for those who may need them more
- reduces loneliness and isolation



# Financial Benefits

Every 100,000 disabled people in work:

- reduces benefits costs such as ESA and UC
- increases income tax and NI contributions
- increases VAT income due to increased spend
- reduces the impact on the NHS

Which will save the Treasury over: **£1 Billion**



**Your Local  
Disability  
Employment  
Specialists**



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# Working with us

## About us:

We have one goal; to get as many disabled people into meaningful paid employment.

- Karren and I both have disabilities
- a not for profit Community Interest Company
- paid services working with employers providing disability consultancy and training
- run free workshops for disabled people to improve their chances of employment



# Working with us

## RAMP Framework

Our own Reasonable Addjustments Management Process which helps employers to:

- be more confident and employ disabled people
- comply with equality legislation
- encourage conversations around disabilities
- provide an inclusive working environment
- improve employee retention



# Working with us

## Workshops and Training:

- A range of disability awareness training inc.  
Mental Health, Dyslexia, Learning Disabilities, Sensory Impairments and Autism
- Mental Health, Wellbeing and Mindfulness
- Equality legislation
- Positive Action employment processes
- Communicating with disabled people



# Working with us

## Consultancy Services:

- Disability Recruitment
- Workplace assessments:  
Dyslexia, Sight loss & Mental Health coaching
- Accessible Design, Print and Media
- Access Audits
- Signage and Wayfinding
- Disability Confident Applications





# Contact Us



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