

A route to employment for candidates with learning difficulties

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Think Differently Project

1

Step one: Present at regional CITB meetings, local employer forums, local authority forums etc. and to major employers who have supply chain

2

Step two: Autism & Asperger's Awareness Workshops. Delegates who can influence recruitment decisions by supporting candidates who may not be seen via usual routes to employment

3

Step three: Work Trials. Support employers & candidates with learning difficulties, to complete work trials. Additional support from referral agencies.

4

Step four: Employment offer. Some candidates to be offered employment. Continuing support from referral agency specialists.

Definition of Disability

- You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.
- Useful links:
- <http://www.dibservices.org.uk/definitions-disability>
- <https://www.jisc.ac.uk/guides/equality-disability-and-the-law/the-legal-definition-of-disability>
- <https://en.wikipedia.org/wiki/Disability>

Key facts



There are **13.3 million** disabled people in the UK.

That's **1 in 5** people.



83% of disabilities are acquired.

The average age of acquiring a disability is 53.



18% of working age adults are disabled.

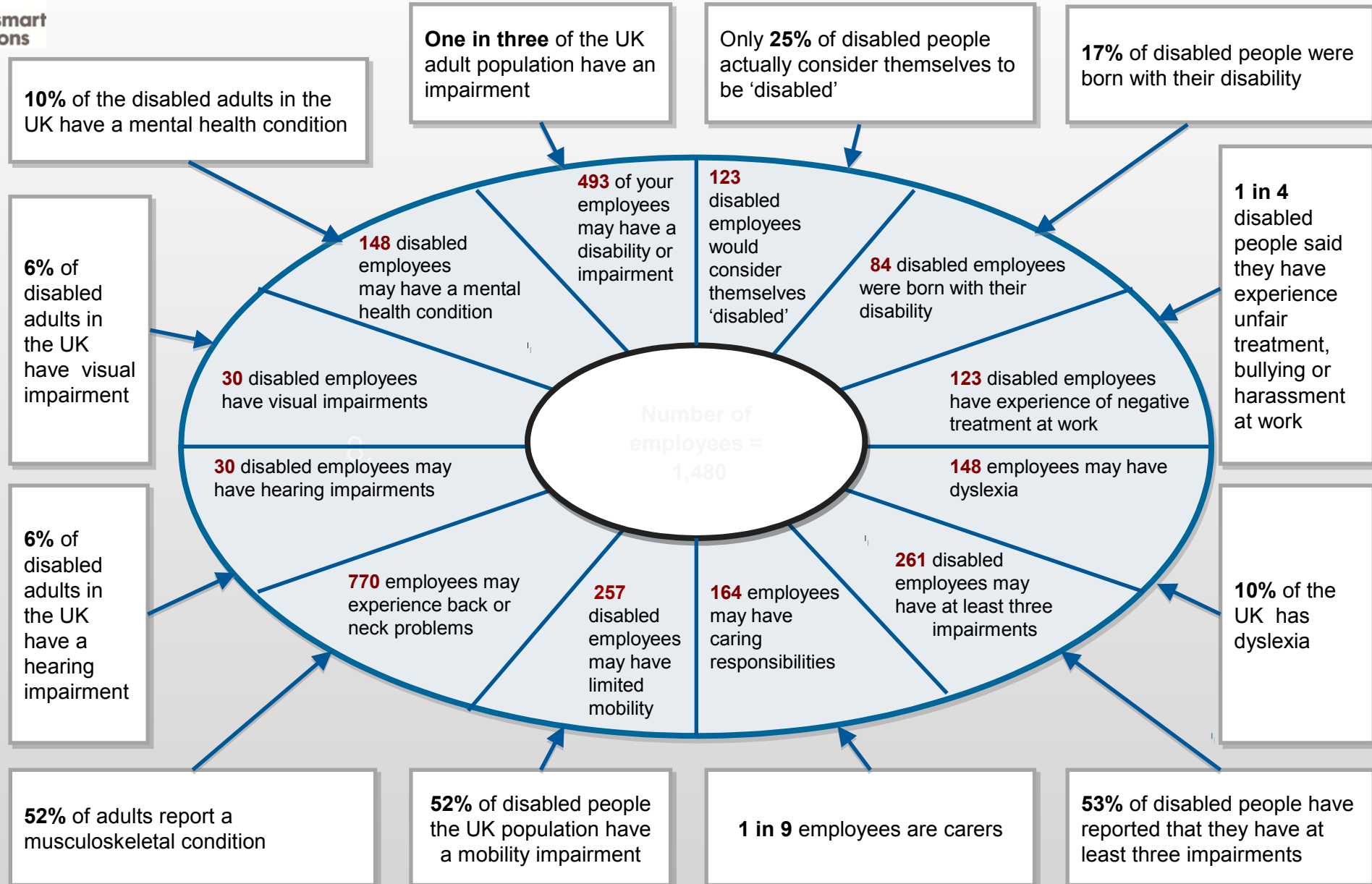
This rises to 44% in over 65s.



Over 90% of disabilities are not immediately visible.

So you almost certainly
already employ more
disabled people than you
think you do!

Typical Employee Profile for company with 1480 employees



What does that
mean in the
What is neurodiversity?
workplace?

How can we
support people?

<http://www.acas.org.uk/index.aspx?articleid=6676>

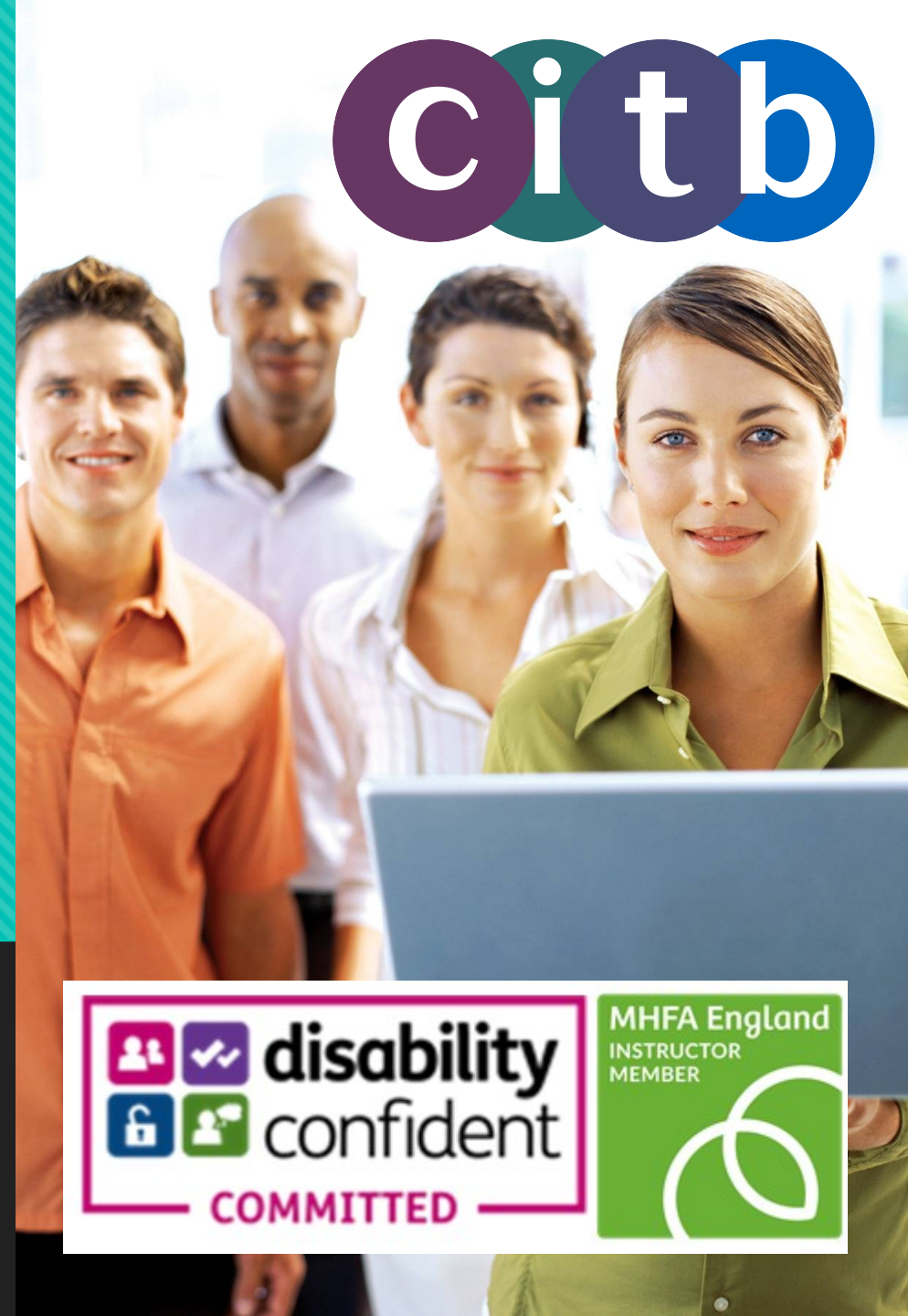
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Learning disabilities v learning difficulties

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Learning difficulties v learning disabilities

- A person with a learning difficulty may be described as having specific problems processing certain forms of information.
- Unlike a learning disability, a learning difficulty does not affect general intelligence (IQ). An individual may often have more than one specific learning difficulty (for example, dyslexia and dyspraxia are often encountered together), and other conditions may also be experienced alongside each other.

The difference between a learning difficulty and learning disability

Distinguishing between learning difficulties and learning disabilities is quite a complex issue.

As described above, a learning difficulty does not affect general intelligence, whereas a learning disability is linked to an overall cognitive impairment.

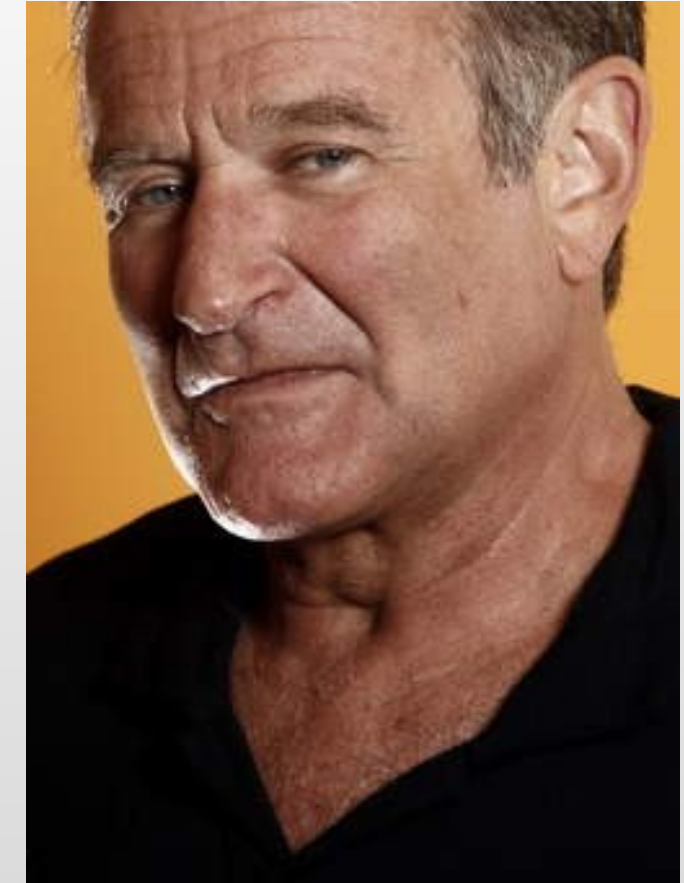
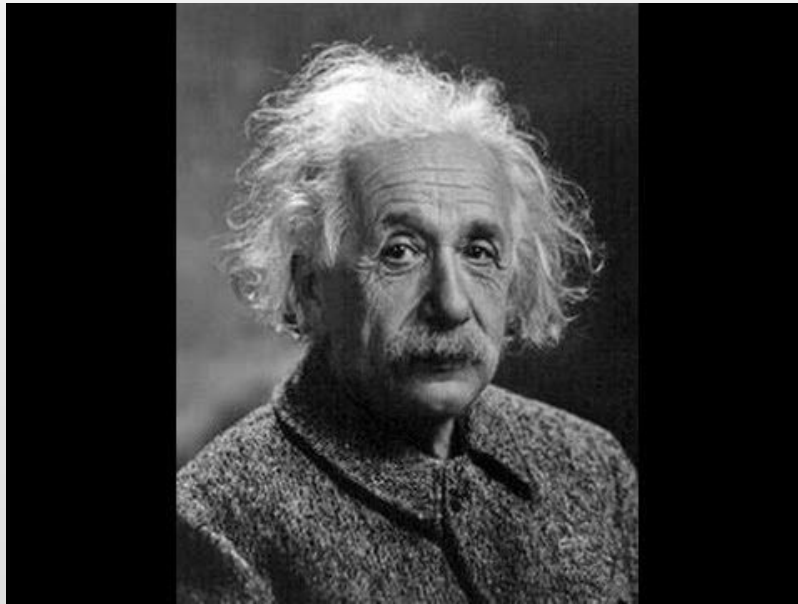
- Some examples of specific learning difficulties are:
 - dyspraxia
 - dyslexia
 - attention deficit hyperactivity disorder (ADHD).

Types of Learning difficulties

Five of the most common learning difficulties in classrooms today

- Dyslexia. Dyslexia is perhaps the best known of learning difficulties
- ADHD. Attention Deficit/Hyperactivity Disorder has affected more than 6.4 million children at some point
- Dyscalculia
- Dysgraphia
- Processing Deficits

What do you think connects these famous people?



Valuing People: A New Strategy for Learning Disability for the 21st Century

- Many people with learning disabilities also have physical and/or sensory impairments. The definition covers adults with autism who also have learning disabilities, but not those with a higher level autistic spectrum disorder who may be of average or even above average intelligence – such as some people with Asperger's Syndrome.

Learning disabilities and employment

People with a learning disability are far less likely to have a job than the general population.

- ❑ 74% of people aged 16 to 64 in the general population in England are in paid work (ONS 2016b).
- ❑ 6% of adults with a learning disability known to their local authority in England are in paid work (HSCIC 2015)
- ❑ 17% of all adults with a learning disability in England are in paid work (Emerson and Hatton 2008)
- ❑ 47% of people aged 16 to 64 with any type of disability in Great Britain are in paid work (ONS 2016a)

Learning disabilities

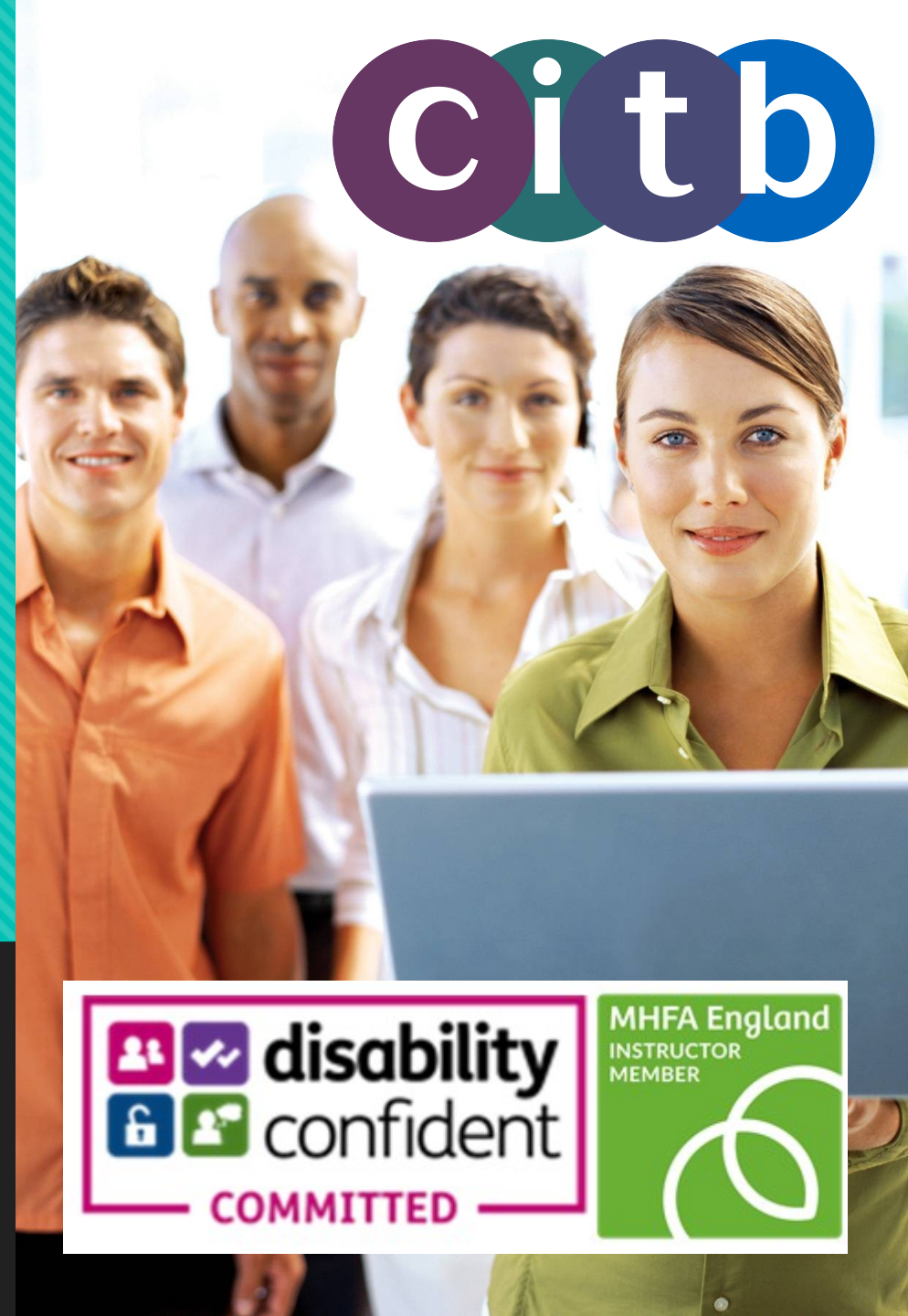
Mencap definition:

- A learning disability is a reduced intellectual ability and difficulty with everyday activities – for example household tasks, socialising or managing money – which affects someone for their whole life.
- People with a learning disability tend to take longer to learn and may need support to develop new skills, understand complicated information and interact with other people.

<https://www.mencap.org.uk/learning-disability-explained/what-learning-disability>

Reasonable adjustments in the Workplace

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What is reasonable and how can employers support individuals' needs in the workplace?

- 'Reasonable' =
- Most adjustments involve no costs to the employer
- Access to Work support £1000+

Becoming a Disability Confident Employer

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DWP - Becoming Disability Confident

- https://www.youtube.com/watch?v=2eAN-_5yK9c

DWP - Becoming Disability Confident

- <https://disabilityconfident.dwp.gov.uk/register-2/>

Becoming Disability Confident

1. Disability Confident Committed

- includes offering work trial

2. Disability Confident Employer

- Self-assessment against set standard.
- Once completed Disability confident employer for two years

3. Disability Confident Leader

- have your self-assessment validated by someone outside of your business (not including DWP employees in jobcentres)
- show what you have done as a Disability Confident Leader

Example of getting it right for everyone!

Please wait until seated



For the customer that may need time to find a seat in priority seating before the driver pulls away. This is very helpful for customers with hidden disabilities.

Pushchair can't be folded.



This card is helpful for customers who have extra special requirements such as a pushchair with oxygen or other medical equipment being attached.

Priority seating required.



This card is particularly helpful for customers with hidden disabilities. This has helped to advise the driver, although some customers have also advised fellow travellers by using the card.

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I have epilepsy.



For passengers who may wish to discreetly advise a staff member of a medical condition; helping to make them feel more confident when travelling. For buses without audio and visual announcements, this card is really helpful for blind or visually impaired customers to be advised of their stop.

Please call out my stop.



The reverse of the card can display name and emergency contact number. Optional, this can offer assurance and provide confidence that, if needed, someone they know can be called upon for help. Especially relevant for customers living with epilepsy, Alzheimer's or

Helping Hand



My name:

For assistance/in emergency:



Disability Quiz

- Q1. How many people (out of 5) in the UK population has a disability?
- Q2. What percentage of disabilities are non-visible?
- Q3. What connects Robin Williams and Anne Hegerty?
- Q4. What does the latest research state is the number of people with a learning disability is in paid employment?

Disability Quiz

○ Q1. How many people (out of 5) in the UK population has a disability?

Answer: 1 in 5

○ Q2. What percentage of disabilities are non-visible?

Answer: more than 90%

○ Q3. What connects Robin Williams and Anne Hegerty?

Answer: They both have Aspergers

○ Q4. What does the latest research state is the number of people with a learning disability is in paid employment?

Answer: 6% of adults with a learning disability known to their local authority in England are in paid work

Next Steps

- The Think Differently project aims to support employers and candidates across the UK.
- **Employers** wishing to offer work trials to selected candidates with autism, Asperger's or similar learning difficulties – Register your interest by contacting; paddy@paddystanleyandassociates.com
- **Candidates** - Organisations wishing to put forward candidates for work trials - Register your interest by contacting; paddy@paddystanleyandassociates.com