



# Report about Gloucestershire: Employment

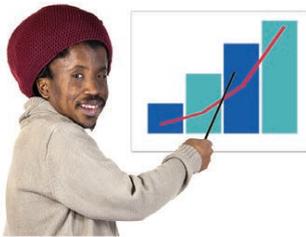


What it is like for disabled people and people with mental health challenges



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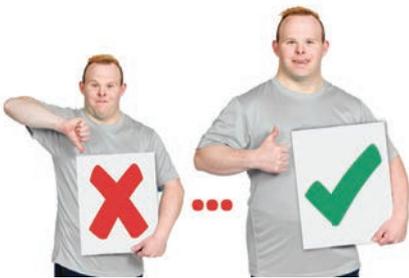
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## What we did



We are Barnwood Trust. We work alongside disabled people and people with a mental health challenge in Gloucestershire.



We want to change things to make life better for people living here.



We think it's really important that we involve and listen to as many people as we can.



In 2021, we sent out a questionnaire to people living in Gloucestershire.

The questionnaire asked people what chances they get in life.

We asked disabled people and people with mental health challenges questions about:



- Any training they have done



- working and getting a job



- volunteering. This means helping organisations for free



- housing



- activities people take part in. Things like social groups, sports or hobbies



260 people answered our questions.



Other people have done **research** about employment too.

**Research** means looking at something to find out more about it.



This report tells you the main things people told us about **employment**.

**Employment** means having a job and getting paid for the work you do.



The report says:

- what we found out
- what people said would help
- ideas organisations can think about



## What we found out



Only 1 in 4 disabled people can do the work they want.



A **barrier** is when something stops you or makes it harder for you to do something.



Barriers stop people from having the same chance in life as other people.



We found out about barriers in our research.



These barriers stopped people doing the type of work they want to do.

The main barriers people told us about are:



- having a health problem or disability



- not feeling confident enough



- not being able to travel

## Chances of getting a job

Other research shows that there are less disabled people and people with mental health challenges in work than other people.



In England in 2021, just over half of disabled people had a job.

This is much less than for people who are not disabled.



There are less disabled people with a job in Gloucestershire than people who are not disabled.



## Why less people have a job:



- some people with different disabilities find it harder to get a job than others



- some people said they lost their job because of their disability



- some people feel that their disability stops them from getting a job



- some people who had to finish working early said it was because of a hearing loss



- only 1 in 4 people who are **visually impaired** are in work.

**Visually impaired** means people who cannot see things or find it hard to see even with glasses on



- only a few people with a learning disability have got a job

## Flexible working



**Flexible working** means choosing when you work to meet your needs.

For example starting later in the day or working from home.



Lots of people said it is really important they can have **flexible working**.

Research that other people did told us:



- not everyone is allowed flexible working or to work from home



- some people were not allowed to take breaks at work then they needed them

# What else people said would help

## Reasonable adjustments

**Reasonable adjustments** means making changes that can help people with a disability.

Reasonable adjustments could be things like:

- extra time and support so people are able to do their job
- making workplaces fair and easy for everyone to use.

This means thinking about things like lifts, ramps or wide doorways

- giving information in a way that people can understand. Things like sign language or easy read





The law says that all organisations must make reasonable adjustments.



## **Easier ways to find out what jobs there are**

People wanted lots of different ways to find work and get support.



## **More choice of jobs**

People wanted to have a good mix of jobs to apply for.

## Our big ideas for the future

From looking at everything people told us there are **3 big things** that organisations in Gloucestershire need to do.



### Big thing 1: Keep talking to disabled people and people with mental health challenges

Organisations should:

- ask people what barriers they face and what support they need at work
- use what people say to plan work and make decisions. Make sure people's voices are included





- work together with disabled people and people with mental health challenges to try to solve any problems



- look at how they support the people who work for them.

Organisations need to ask their staff what they think and listen to them



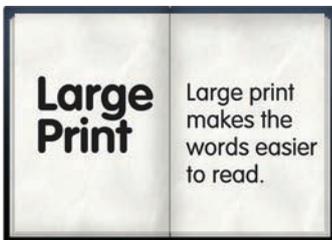
- check workplaces meet everyone's needs

## Big thing 2: Give people clear information that is easy to understand

Organisations should give information in lots of different ways. Things like:



- easy read information



- large print



- braille and sign language



- give information online and on paper



- make sure people can talk to staff face to face if they need to

## Supporting people earlier

Organisations should think about reasonable adjustments for people who are looking for work.



Organisations should ask people what support they need. This might include things like:



- job adverts in easy read



- support to fill in job forms



- support to take part in an interview. This might be things like more time for the interview or someone to support you



The right support means people have more chances to get a job.



Organisations should let people know about reasonable adjustments before they start work.

### **Big thing 3: Make sure there is lots of choice of jobs**



Job adverts should be fair for everyone to apply. This gives people more jobs to choose from.



Organisations need to understand what barriers people face. They must have extra support in place.

Organisations also need to think about:



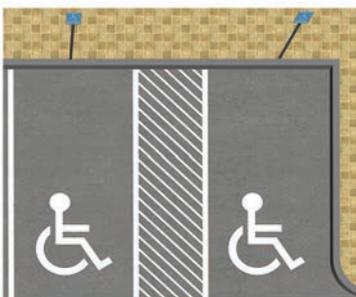
- training and coaching for new staff. This will help people learn new things and skills



- flexible working and breaks at work



- if there is good public transport for people to get to work



- if there is disabled parking and paths for wheelchairs



## Contact us

If you would like to speak to us about this booklet please contact Jessie Hoskin.



Jessie is in charge of **campaigns** at Barnwood Trust.

A **campaign** is when you speak out about something important.



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