

Disability Toolkit

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What is a disability?:



Equality Act 2010

- The Equality Act (2010).
- A physical or mental impairment which has a ‘substantial’ and ‘long-term’ negative impact on a person’s ability to do normal daily activities.



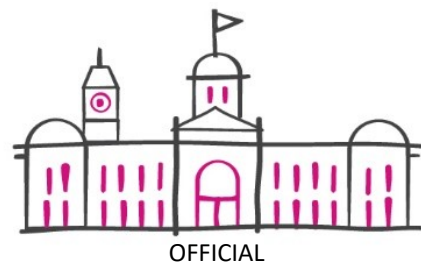
Census 2021:

England and Wales:

- 17.8% Disabled.
- 82.2% Not Disabled.

Birmingham:

- 9.6% Disabled: Day-to-day activities limited a lot.
- 10.4% Disabled: Day-to-day activities limited a little.
- 80.1% Not Disabled.



Census 2021:

England and Wales:

- 67.6% of households had no people who were disabled.
- 25.6% of households had 1 disabled person.
- 6.7% of households had 2 or more disabled people.

Birmingham:

- 65.5% of households had no people who were disabled.
- 26.5% of households had 1 disabled person.
- 8% of households had 2 or more disabled people.



Type of Disability - UK (2021-22):

Type of Impairment	Children	Working Age	State Pension Age	All Ages
Mobility	16%	43%	64%	47%
Stamina/ breathing/ fatigue	18%	34%	43%	35%
Mental health	30%	44%	13%	32%
Dexterity	9%	23%	35%	25%
Memory	10%	13%	13%	13%
Learning	26%	15%	8%	13%
Social/behavioural	50%	10%	2%	11%
Hearing*	5%	5%	16%	9%
Vision	5%	7%	13%	9%
Other	16%	20%	20%	20%

House of Commons Library. (2023). [UK Disability Statistics: Prevalence and Life Experiences.](#)





Reasonable Adjustments – At Work:

These ensure people with disabilities are not substantially disadvantaged when doing their job.

Examples:

- Physical changes e.g., installing a ramp.
- Process changes e.g., altering the recruitment process.





Reasonable Adjustments – Healthcare:

These ensure health services are accessible to people with disabilities.

Examples:

- ‘Easy Read’ appointment letters.
- Longer appointments for those who may need more time to understand information.



The details of your 2023 annual health check are:

Date:

Time:

Where:

Who will do your annual health check:

Face to face

Telephone

Video call





Inequalities – Employment:

- 53.2% of disabled people are in employment (vs 81.8% non-disabled).
- Working disabled people are more likely to be working part-time (34.1%) vs 23.1% non-disabled people.
- Among disabled people in work (16-64 years)...
 - 17.6% reported their main impairment to be depression, bad nerves or anxiety.
 - 14.3% reported their main impairment to be back or neck issues.
 - 12% reported their main impairment to be leg or foot issues.
 - 7.7.% reported their main impairment to be problems with arms or hands.





Inequalities – Education:

Degree:

- 24.9% of disabled people (21 to 64 years) in the UK had a degree as their highest (vs 42.7% of non-disabled people).

No qualifications:

- 13.3% of disabled people had no qualifications (vs 4.6% of non-disabled people).





Inequalities – Housing:

- Disabled people are less likely to own their own home (42.4%) (vs 53.2% of non-disabled people, 2019).
- Disabled people with severe or specific learning difficulties were the least likely to own their own home (4.1%).
- Disabled people with mental illness or other nervous disorders showed the second lowest proportion (17.5%).



Measuring Disability:

Person-Centred Approach:

- Collecting data on disability can help provide person-centered care and support to people from different backgrounds and experiences.
- By collecting this information, we can tailor interventions and services to meet the diverse needs of users and avoid making assumptions based on their disability.

Service Improvement:

- Measuring disability can help identify and address health disparities and inequalities among different groups.
- By collecting data, we can monitor and evaluate the quality and effectiveness of our services for different groups and identify gaps and areas for improvement.
- We can also use the data to design and implement policies and programme that promote health equity and social justice.



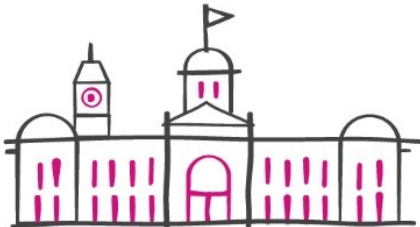
Measurement Tool - Disability:

Tool	Disability
Question	Do you have any <u>physical or mental health</u> conditions or illnesses lasting or expected to last 12 months or more?
Options	Yes (please specify) No Do not wish to answer



Follow-up Questions:

Tool	Disability
Question	<u>If 'Yes',</u> then we have two further questions to better understand you:
Options	<p>Now we are going to ask you some questions about your ability to do different activities on a regular basis, (think about days which are more difficult for you as well as good days):</p> <p>Do you have difficulty seeing, even if wearing glasses? Do you have difficulty hearing, even if using a hearing aid? Do you have difficulty walking or climbing steps? Do you have difficulty remembering or concentrating? Do you have difficulty with self-care such as washing all over or dressing? Do you experience fits or seizures? Using your usual (customary) language, do you have difficulty communicating for example understanding or being understood by others?</p> <p>Do any of your conditions or illnesses reduce your ability to carry out day to day activities?</p> <p>Yes, a lot Yes, a little Not at all Do not wish to answer</p>



Continued...

Tool	Neurodiversity
Options	<p>Do you have a diagnosis which sits under the umbrella term ‘neurodiversity’? Examples include Autism, Attention Deficit Hyperactivity Disorder (ADHD) and learning difficulties:</p> <ul style="list-style-type: none">• Yes• No• Do not wish to answer <p>If you have answered ‘Yes’ to the above question, then please tick all that apply to you:</p> <ul style="list-style-type: none">• Autism• Attention Deficit Hyperactivity Disorder (ADHD)• Dyspraxia• Dyslexia• Dyscalculia• Dysgraphia• Other• Do not wish to answer



Specific considerations:

The type of disability is important.

Census data availability.

Capturing all conditions impact on a person's wellbeing.

