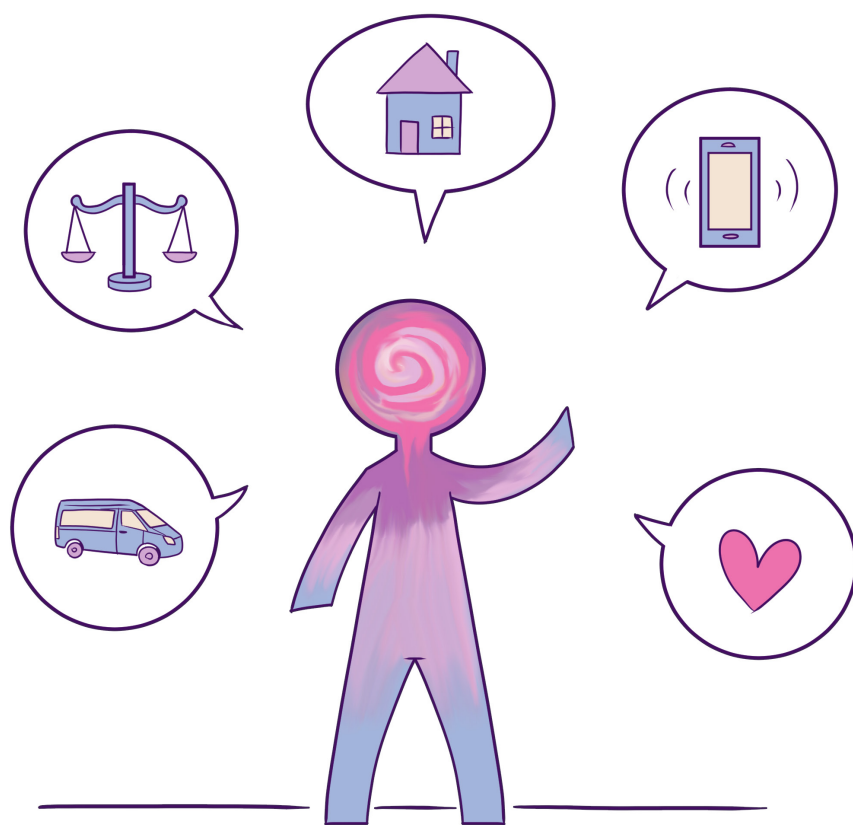


Learning Disabilities, Autism and Neurodivergence Bill: **Employment**



Learning Disabilities, Autism and Neurodivergence (LDAN) Bill

Employment



Easy Read



The Scottish Government want to support people into work.



This includes neurodivergent people and people with learning disabilities.



Employment can help people to feel valued and help people live more independently.



The Scottish Government know opportunities and choices to work are important for everyone.



Disabled people, which includes people with learning disabilities and some neurodivergent people, are less likely to have a job than non-disabled people.



Autistic people and people with learning disabilities are even less likely to have a job than other disabled groups.



Around 8 in 10 people without a disability have a job.



Around 5 in 10 people with a disability have a job.

This group includes some people who are neurodivergent.



Less than 1 in 10 people with learning disabilities have a job.

What did the Lived Experience Advisory Panel (LEAP) think?



The **Lived Experience Advisory Panel (LEAP)** is a group made up of neurodivergent people and people with learning disabilities to help advise the Scottish Government on this Consultation.



Some LEAP members told us that many people with disabilities want to work but find the process of getting into work very complicated and confusing.



Many people with disabilities who want to work say they fear losing their **benefits** if they work only for a short period of time or if they work over 16 hours per week.



Benefits is money people get from the government to help them with their everyday expenses.



People get benefits because they are unable to work or can only work part time or need extra help with their everyday expenses.



Some neurodivergent people and people with learning disabilities worry about being bullied at work.



Some people may not want to get a job because of a previous experience of being treated badly or unfairly at work.

Where do The Scottish Government want to get to?



The Scottish Government want all workplaces to be inclusive and fair places to work.



The Scottish Government want no-one to experience **stigma** at work.



Stigma is an unfair negative feeling or thoughts a lot of people have about something or someone.



The Scottish Government want people to better understand and accept neurodivergent people and people with learning disabilities.



The Scottish Government want more jobs for neurodivergent people and people with learning disabilities.



The Scottish Government want workplaces to make any **reasonable adjustments** quickly and easily to help neurodivergent people and people with learning disabilities stay in work.



Reasonable adjustments are changes employers have to make to give people with disabilities what they need to do their job.



The Scottish Government want to close the **disability employment gap**.



The **disability employment gap** is the amount of people with disabilities who have a job compared to the amount of non-disabled people.



The Scottish Government want more **data** on services that help employ and support neurodivergent people and people with learning disabilities.



Data is information that can be measured or counted.

What is happening now?



There is a law to get rid of discrimination and promote **equal opportunities**.

This law protects people with learning disabilities and some neurodivergent people.



Equal opportunities are when everyone has the same chance to do things, no matter who they are.



The Scottish Parliament has some power to encourage equal opportunities.

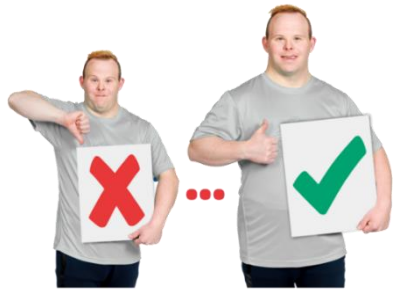


The Scottish Parliament does not have the power to change employment law.

This law says public bodies must:



- Report on progress
- Publish how they plan to make things fairer and more equal
- Gather information on employees
- Publish information showing different groups are paid equally
- Make sure the information they publish is accessible.



The Scottish Government has said it will improve the **disability employment gap** by half by 2038.



All employers must make reasonable adjustments for disabled people.

What can the Scottish Government do about it?



The Scottish Government know more has to be done to help more neurodivergent people and people with learning disabilities get jobs that work well for them.



The UK government decide the laws on employment, so the best way to make things better is to use the laws that already exist.



The Scottish Government have a plan called No-One Left Behind to make the employment system simpler for disabled people.



The Scottish Government can help some people who receive benefits to get jobs and stay in their jobs.



People who have not worked for a long time can get this help for at least 1 year.



The Scottish Government cannot make laws on employment benefits.



The Scottish Government plan to get information from employers on the disability pay gap until at least 2025.



Though the Scottish Government is unable to change employment law, there are things that can be done where new laws are not needed.

These include:



Looking at ways to help more neurodivergent people and people with learning disabilities get jobs, in organisations that get money from the government.



Making sure **Job Coaches** get more and better training to support neurodivergent people and people with learning disabilities at work.



Job Coaches are people who help others to find and keep their jobs.



Making sure the language used in data collections is the same language used by neurodivergent people and people with learning disabilities, and the people who know them best.



This will make sure the data collected is about the right people.



Good data helps the government make better decisions when it comes to helping neurodivergent people and people with learning disabilities with employment.

What can the Learning Disabilities, Autism and Neurodivergence (LDAN) Bill do?



The Scottish Government think they can help get more people into work without making new laws on employment in the LDAN Bill.



There will be changes in other parts of the Bill that will help people get jobs and keep them.

What do you think?



Do you agree with our approach set out above? Please tell us.

