

# SCOPE

= Equality for  
disabled people



## Disability and Wellbeing Report

May 2019

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“At Scope we know that what gets measured gets done. A starting point is collecting and reporting on our workforce data and driving to improve it so we can be the best employer we possibly can be. I’m proud to present Scope’s first annual report on disability and wellbeing in our workplace. We are still learning. I hope by being open about our own performance and by encouraging other employers to follow, together we can make sure disabled people have equality in the workplace.”

**Mark Hodgkinson, Chief Executive**



# Introduction and background

## Summary

This is the first report from Scope about our disabled staff providing insight into their experience of working for us and information about the wellbeing of all our employees, in line with the Government's Voluntary Reporting on disability, mental health and wellbeing framework <sup>[1]</sup>. This report sets out where we are currently, where we want to be and how we are going to get there.

17 per cent of respondents to Scope's 2018 staff survey have an impairment, condition or identify as disabled. This is broadly in line with the proportion of working age disabled people in the UK (18.6 per cent <sup>[2]</sup>) and is higher than the percentage of working age disabled people who are currently in work (11.4 per cent) <sup>[3]</sup>.

We believe this is a good foundation to build from. But we know we have much more to do. At Scope we want to reach as wide a talent pool as possible to best serve the communities we work and campaign with.

We are committed to improving the proportion of our staff who identify as disabled in the coming months and years and to improving our data collection and reporting methods. We will also be launching a diversity and inclusion strategy that will focus us on achieving our ambition to lead the field as an employer of disabled people.

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1. [gov.uk/government/publications/voluntary-reporting-on-disability-mental-health-and-wellbeing](https://www.gov.uk/government/publications/voluntary-reporting-on-disability-mental-health-and-wellbeing)

2. Scope analysis of the ONS (June 2017) Quarterly Labour Force Survey

3. Scope analysis of the ONS (June 2017) Quarterly Labour Force Survey

## The disability employment gap

Scope believes that all disabled people who can and want to work, should have the opportunity to do so.

Yet just 50 per cent of disabled people are in work, compared with more than 80 per cent of non-disabled people <sup>[4]</sup>. The difference between the two rates is known as the disability employment gap.

Scope analysis has also found that working disabled people face a pay gap and are underrepresented in senior roles <sup>[5]</sup>. People who acquire a disability during their working life are more likely to leave the labour market than non-disabled people <sup>[6]</sup>.

The Government has pledged to get one million more disabled people in to work by 2027 <sup>[7]</sup>. Whilst this is welcome, at Scope we know that if we are to close the gap between disabled and non-disabled people's employment opportunities, all employers will need to step up and commit to shifting workplace policy and attitudes.

Disabled people have told us that they would like to see employers being more transparent about their working practices and progress in employing and retaining disabled staff <sup>[8]</sup>. We know that by capturing this information of the employers will be better placed to understand where disabled people face barriers at work and will reinforce their plans to become a more inclusive organisation. Ultimately becoming a better business as a result.

At Scope, we're campaigning for employers to monitor and publish data about the proportion of their workforce who are disabled, and the experiences of disabled staff. As an employer ourselves, we need to lead the way, by gathering and reporting on the experiences of our disabled employees.

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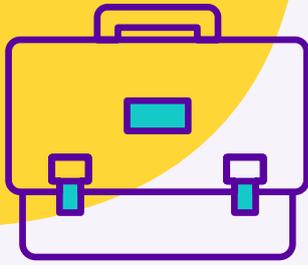
4. Scope analysis of ONS (August 2018) Labour Force Survey

5. Equality and Human Rights Commission (2017) Disability Pay Gaps: [equalityhumanrights.com/sites/default/files/research-report-107-the-disability-pay-gap.pdf](https://equalityhumanrights.com/sites/default/files/research-report-107-the-disability-pay-gap.pdf)

6. Scope analysis of the Life Opportunities Survey: Waves 1–3, 2009–2014 (ONS, 2016)

7. Department for Work and Pensions (2017), Improving Lives: The future of work, health and disability: [assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/663399/improving-lives-the-future-of-work-health-and-disability.PDF](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/663399/improving-lives-the-future-of-work-health-and-disability.PDF)

8. Scope carried out workshops with disabled people in work or looking for work in July and August 2018.



# Employing disabled people at Scope

## What we do

At Scope we are hugely proud of our workforce and are focussed on creating an open and supportive culture that supports all colleagues. Currently we:

- Are a Disability Confident employer offering guaranteed interviews
- Provide Disability Equality Training to staff
- Work with agencies like Even Break to promote our roles
- Are piloting a new reasonable adjustments process providing a central point of contact for advice and support to employees and managers
- Introduced new staff values which focus on fairness, accessibility, trust and diversity
- Have made sure accessibility is at the heart of our brand including a new central office design and layout and started the adoption of the principles of inclusion and inclusive design
- Monitor disability through our employee journey.

## What we know

We collect and ask about disability in a number of ways, encouraging staff to self-identify. We use self-identification once in work ('self-service') and our staff survey to collect disability related data.

17 per cent of staff who completed our staff survey in 2018 identify as disabled, which is up 3 per cent from 2017's survey <sup>[9]</sup>.

Our HR monitoring reports 11 per cent have shared that they are disabled through our online employee information system<sup>[10]</sup>. We know that not all staff have responded to the HR system form and are working on achieving 100 per cent completion this year.

We recognise that employees often feel more comfortable sharing information about disability through an anonymous survey rather than HR related forms, even if such forms are also confidential. We nevertheless hope we can increase the number of

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9 Respondents were asked "Do you consider yourself to have a disability, impairment or condition?" This survey was completed by 588 employees, which is 68 per cent of Scope's workforce in July 2018.

10. The question on our HR system asks "Are you disabled?"

disabled people who do share information through the HR system so that we can be more confident of capturing and addressing all the adjustments disabled employees require.

## **Sharing information about disability**

In our latest staff survey, 74 per cent of disabled employees responding had shared information about their impairment, condition or disability at work with 89 per cent of those who had shared talking with their line managers and 71 per cent with work colleagues.

We believe that this is a good foundation for building greater openness about disability at Scope. We aim to see this number rise over the coming years.

## **Reasonable adjustments**

66 per cent of disabled respondents to our staff survey have had a reasonable adjustment made for them. Satisfaction levels with reasonable adjustments were not as high as we would hope for, with just over a half of those who have had adjustments made indicating they were satisfied with the process. Although few were dissatisfied (13 per cent) we want all our employees to receive a good service.

At Scope, we are piloting a new reasonable adjustments process providing a central point of contact for advice and support to employees and managers. We plan to carry out more qualitative research to discover where current dissatisfaction lies and how we can improve.

## **Disability confidence**

86 per cent of survey respondents said they are confident supporting and including disabled colleagues.

This is a great foundation for us to build from and we aim to see this number rise. We know that attitudes from the public is one of the greatest barriers disabled people face and we are pleased Scope staff are confident in supporting and including all staff.

Between 2017 and 2018, there was a 6 per cent rise to 80 per cent of our employees stating that “the culture at Scope empowers people to be open about themselves and celebrates difference and diversity.”

# Wellbeing at Scope

## A foundation to build from

This section is Scope's starting point for collecting and acting on wellbeing and mental health data.

Our 2018 staff survey found:

- 82 per cent agreed with the statement "I feel like I am making a difference" with just over a third strongly agreeing.
- 92 per cent agreed with the statement "I enjoy the work I do" with 45 per cent strongly agreeing.
- 95 per cent agreed with the statement "I enjoy working with the people at this charity" the response was split equally between strongly agree and agree. This is a slight increase on 2017's survey.
- Almost 60 per cent of staff were happy with Scope's flexible working arrangements.



## Areas for improvement

Whilst we have made good progress as an employer, we know there is more work to do to make sure all staff are recognised for their talents, feel supported in the workplace, and Scope is seen as a great place to work.

60 per cent of our employees agreed with the statement “I feel appreciated and receive praise for my work” with just over a quarter strongly agreeing. This is an area we want to see improvement in.

Disabled staff were more likely to say they felt appreciated and receive praise with 67 per cent agreeing with this and 29 per cent strongly agreeing.

71 per cent of staff agreed with the statement “I am treated with fairness and respect” we will be working to understand why this is and find ways to improve this.

32 per cent agreed with the statement “I rarely get stressed at work”, compared to 43 per cent who disagreed with the statement. We have further work planned to understand better why employees feel stressed at work and what we can do to address this.

# Building on this report

At Scope we want to be the best employer of disabled people that we can be and have ambitions to be a leader in this field. This report is our first step in making this a reality. Over the coming year we will be using the data contained in this report to identify areas we need to improve and as a baseline for future monitoring.

Over the coming twelve months we are committed to:

- Making sure our recruitment processes are inclusive and accessible
- Improve how we develop and support employees including disabled staff
- Improve how we deliver reasonable adjustments
- Provide disability equality training to all staff
- Introduce resources to support all staff in terms of understanding disability in the workplace
- Run more sessions with our disabled staff to share their experiences with others
- Identifying and implementing effective wellbeing improvements.



## Improving the information we report about disability at Scope

We intend to publish a more comprehensive set of data by March 2020 and will be working with other employers, encouraging them to report on their own data and are developing tools and resources to support in doing so.

Our next report will include:

- An analysis of pay and disability
- Data on the experiences of our disabled staff requesting workplace adjustments
- Research into the experience of disabled people working and volunteering at Scope
- The length of time that disabled employees work with us

We will continue to build on this report, and hope to include information on:

- The proportion of our volunteers who are disabled
- Information about the experiences of people who apply or potentially could apply for jobs at Scope:
  - The proportion of people who applied to work with us who are disabled
  - The barriers perceived and real disabled candidates face seeking work at Scope.
- The proportion of people who were promoted over a time period who are disabled.

## Future wellbeing report

We intend to build on the mental health and wellbeing questions we ask in our staff survey, based on the Government framework, and will be working with Mind and others on the best way to undertake this.

We're Scope, the disability equality charity. We're a strong community of disabled and non-disabled people. We provide practical advice and emotional support when it is most needed.

We use our collective power to change attitudes and end injustice. We campaign relentlessly to create a fairer society. We won't stop until we achieve a society where all disabled people enjoy equality and fairness.

For more information, contact:  
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@scope



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**SCOPE =** Equality for disabled people