

This booklet gives details of resources that have useful information on removing barriers and on ensuring that your organisation fully includes disabled people at all levels of its activities. Resources are listed in alphabetical order.

Barriers to Employment for Disabled People

Report of a study conducted in 2002 by the Department for Work and Pensions to investigate employers' policies and attitudes to disabled and non-disabled people. Topics covered include employment policy and practice, experience of disability, employers' attitudes to employing disabled people and legislation current at the time: <http://statistics.dwp.gov.uk/asd/asd5/IH95.pdf>

Breakthrough UK Advocacy Centre Factsheets and Booklets

We have a range of free factsheets and booklets available on different topics related to employment and disability. These include:

- Things Disabled People Want Employers to Know.
- Access to Work Scheme – Funding for Equipment and Support at Work
- Good Practice in Recruitment and Retention
- Where to Advertise Job Vacancies to Disabled People
- Reasonable Adjustments
- Disability Equality Duty
- Statistics on Disability and Employment
- Sources of Information and Support for Employers
- Making Communications Accessible
- Managing Diversity
- Self Advocacy in Employment
- Website Accessibility
- Disabled People as Volunteers

Contact us on 0161 273 5412 or email advocacy@breakthrough-uk.co.uk for more information. They can also be downloaded on our website at:

www.breakthrough-uk.co.uk/Resources/factsheets



Common Barriers and Their Removal

This is a 2000 report of research into barriers to employment and training faced by disabled people and their employers and training providers. It summarises findings based on interviews with disabled people and employers, and gives details of suggested action points in the removal of barriers at work.

The report can be downloaded from www.breakthrough-uk.co.uk/Resources/publications/research or borrowed from our Info Centre (tel 0161 273 5412, email advocacy@breakthrough-uk.co.uk).

“Design for Access” 2 Manual: Often organisations and individuals want to make sure their properties are accessible but do not know what is required. This can result in poor standards, despite people having the intention of accessibility.

Manchester City Council, in partnership with the Manchester Disabled People’s Access Group, have produced the Design for Access 2 manual, a guide which sets out best standards for access to buildings and streets, available at: http://www.manchester.gov.uk/info/200041/equality_and_diversity/106/disabled_people/7

Dial UK is a national organisation for a network of 139 local disability information and advice services "run by and for disabled people". Local contacts can be found online: www.dialuk.info

Disability Archive UK aims to provide disabled people, students and scholars access to the writings of those disability activists, writers and allies whose work may no longer be easily accessible in the public domain. The site includes many classic texts from writers within the Disabled People’s Movement, including Colin Barnes’ 1992 paper Disability and Employment: www.leeds.ac.uk/disability-studies/archiveuk/index.html

Disability Research Newsletter

People interested in academic research around disability issues can now find a wealth of information on current research from institutions across the North of England region. This can be downloaded in the form of the regular Disability Research Association’s newsletter, on our website at: <http://www.breakthrough-uk.co.uk/Resources/drn>

Disabled People "Thriving and Surviving" at Work.

Breakthrough UK launched its Joseph Rowntree Foundation (JRF) funded research report 'Thriving and Surviving' in 2003. To date, studies of disabled people and employment have mainly focused on barriers to gaining employment. This report breaks new ground by reporting on supports and strategies used by disabled people who are already in work in order to *stay* in their jobs and progress further. A summary of the findings can be seen at:

www.jrf.org.uk/knowledge/findings/socialcare/793.asp

The full report can be borrowed from our Info Centre (tel 0161 273 5412, email advocacy@breakthrough-uk.co.uk).

Direct Enquiries is an online disability access register that gives businesses and service providers throughout the United Kingdom an opportunity to publicise the access and facilities they currently provide. It also provides details about what access and facilities they cannot provide today, but hope to provide in the future:

www.directenquiries.com

Directgov describes itself as the 'widest range of government information and services online'. Their **Disabled People** pages contain information on rights and employment:

www.direct.gov.uk/DisabledPeople/fs/en

Do the Duty: The former Disability Rights Commission's website on the Disability Equality Duty has a range of information on implementing the Duty. Specific guidance for different services and for disabled people who want to be involved is included: www.dotheduty.org (bear in mind that a new duty will be in force from April 2011)

Effective Communication Guide

The Office for Disability Issues (ODI) has produced best practice guidance on communicating effectively with disabled people. It is targeted at government communicators. The ODI say that disabled people have been involved in putting it together. It includes sections on:

- Disability equality and communications
- Strategy and planning
- Involving disabled people in communications planning
- Representing disability effectively
- Inclusive marketing
- Publishing and disability equality
- Alternative communications formats
- Digital communications

This can be found at:

<http://www.officefordisability.gov.uk/resources/imagesofdisability.asp>

Equality and Human Rights Commission Resources offer guidance on disabled people's rights at work under the Disability Discrimination Act and on equality legislation in relation to gender, race, religion, sexual orientation and age. These can be downloaded from the website or ordered from the helpline below. Topics include information on Disability Discrimination:

- At work
- Recruitment and selection
- Performance, training and development
- Leaving work

Equality and Human Rights Commission Helpline

0845 604 6610 - England main number

0845 604 6620 - England textphone

0845 604 6630 - England fax

Mon - Fri 8:00 am - 6:00 pm (last call taken at 5:45pm)

Freepost RRLL-GHUX-CTRX, Arndale House, Arndale Centre, Manchester M4 3EQ

Email: via web at: www.equalityhumanrights.com/en/Pages/enquiry.aspx

Website: www.equalityhumanrights.com

Guidelines for Accessible Meetings and Events is a resource from Manchester Disabled People's Network. With a Manchester focus, it is a practical tool to help individuals and organisations make their meetings and events accessible to disabled people and overcome disabling barriers. It includes information on inclusive planning and the consultation process. The document can be downloaded from the publications page of Manchester Disabled People's Access Group's website at www.mdpag.org.uk/pubs.htm (scroll down). It is available in different formats. For more information Manchester Disabled People's Access Group, tel: 0161 273 5033 (voice and text), email admin@mdpag.org.uk.

Free Wire: Disabled People Working Together to Change Employment.

This is a regular magazine from Breakthrough's Independent Employment Advocacy Centre. It includes real life examples of barriers disabled people have faced in employment and how these have been tackled. Past issues are available on our website at: www.breakthrough-uk.co.uk/Resources/freewire. For alternative formats and more information contact the advocacy centre on tel: 0161 273 5412, email: advocacy@breakthrough-uk.co.uk or textphone: 0161 273 5727.

Independent Living Skills Evaluation Report.

The Independent Living Skills (ILS) course delivered by Breakthrough in Liverpool was a pilot project funded by the Greater Merseyside Learning and Skills Council in 2004. It had 3 major aims - to develop an ILS course that would raise the knowledge levels, independence skills and confidence of disabled people moving from a traditional day centre environment whilst addressing any basic skills issues; to recruit and equip a pool of local disabled people to deliver the course in future; and through working in partnership with the local authority and Lifelong Learning to "mainstream" the ILS. This Evaluation of the project was commissioned from the University of Sunderland.

The report can be downloaded from www.breakthrough-uk.co.uk/Resources/publications/research or borrowed from our Info Centre (tel 0161 273 5412, email advocacy@breakthrough-uk.co.uk).

Jobs not Charity Research Report

This ground-breaking research was carried out by Dr. Dan Goodley and his team from Sheffield University in 2005. Working in partnership with Breakthrough UK and the Greater Manchester Coalition of Disabled People (GMCDP), the 'Jobs not Charity' project researched the role of organisations of disabled people in supporting disabled people into work.

The research report:

- Looks at what the labour market is like for disabled people at the moment.
- Explores the work experiences of some disabled people and how policies and practices have affected their opportunities.
- Details the good practices of organisations such as Breakthrough UK and GMCDP.

The report is available in different formats. See www.shef.ac.uk/jobsnotcharity for more information and related resources. It can also be downloaded from www.breakthrough-uk.co.uk/Resources/publications/research or borrowed in different formats from our Info Centre (tel 0161 273 5412, email advocacy@breakthrough-uk.co.uk).

Landing a Job Handbook

Based on a partnership project with Manchester Airport plc and funded by the European Social Fund, this 2001 resource for employers addresses three major strands of tackling the organisational changes needed in order to improve the employment prospects for disabled people:

- Personnel policies and procedures
- Training
- Promoting a positive culture in the workplace

The report can be downloaded from www.breakthrough-uk.co.uk/Resources/publications/research or borrowed from our Info Centre (tel 0161 273 5412, email advocacy@breakthrough-uk.co.uk).

Managing Mental Health and Employment Research - Annie Irvine from the Social Policy Research Unit at the University of York has undertaken more research for the Department for Work and Pensions on the theme of mental health and employment.

This 2008 research specifically addresses the retention of workers who identify as having mental health conditions whilst working. It is based on interviews with 38 people who were employed for at least a year whilst managing mental distress.

The detailed report covers areas such as:

- Participants' experiences of declaring mental health conditions at work, either during recruitment or afterwards.
- Employers' responses and adjustments.
- Absence management.
- What helps – for example flexibility, positive working relationships and avoidance of workplace stress.
- Job retention.
- Areas for improvement such as a need for greater employer awareness and engagement, and improvements to in-work support.
- Policy implications.

The full 154 page report is on the Department for Work and Pensions Website at: <http://campaigns.dwp.gov.uk/asd/asd5/rports2007-2008/rrep537.pdf> (requires Acrobat Reader to open)

Policy Think Tank Documents and Reports.

The Policy Think Tank is a Breakthrough UK initiative and has two major aims:

- To influence government, or other strategic bodies, on matters to do with disability, from a 'social model' perspective.
- To provide briefings on current matters to do with disability, for general dissemination.

Members of the Think Tank include some Breakthrough staff and directors, leading academics in the field, people working in disability issues in a social model way, and people who are significant in disability politics. All are disabled people and the reports include lots of useful suggestions on including disabled people. These can be downloaded from www.breakthrough-uk.co.uk/Resources/publications/ptt

Revealweb gives information on how to get hold of a range of resources in Braille, moon, audio and digital talking books and large print. Revealweb has now been incorporated into the RNIB's library catalogue.

<http://librarycatalogue.rnib.org.uk/>

UK Disability Forum for European Affairs (UKDFfEA) Women's Committee is the only national organisation of disabled women in the UK. Website contains detailed list of resources and links related to disabled women's issues:

www.edfwomen.org.uk

This booklet was produced by the Independent Employment Advocacy Centre at Breakthrough UK Ltd.

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Please tell us about any access requirements when you get in touch.