

Notes from meeting of Key London Organisations of/for Disabled and Deaf people

Tuesday 2 August 2011, 3-6pm, at GLA, City Hall

Attendees

RB Richard Barnes, Statutory Deputy Mayor of London (Chair)
AK Alan Kerr, Artsline
TL Thomas Lichy, BDA
EJ Elcena Jeffers, Black Disabled People's Association
AL Andrew Lee, People First
RJ Raymond Johnson, People First
AK Anne Kane, Inclusion London
LD Laura Davies, Interactive
SL Stewart Lucas, Interactive
FA Farid Ansari, Iranian DSA
MP Mehdi Pournazami, Iranian DSA
CW Colin Whitbourn, Action for Blind People

Presenters

RW Richard Walker, GLA
AG Andrew Gates, GLA
MH Margaret Hickish, GLA
BO Brian Oakaby, GLA
LK Linda Kiff, GLA

In attendance

TD Terry Day, GLA
DH David Haralambidis, GLA
CG Christian Gaezkowski, GLA
HM Huma Munshi, GLA
JH Julie Hill, GLA (notes)

Item	Minutes	Actions
Welcome and Introductions		
	RB opened the meeting by welcoming all attendees and there was a round table of introductions.	
1	Disabled Londoners and the Labour Market – Facts and Figures (Richard Walker, Intelligence Unit, GLA)	
	<p>RW presented results of the Annual Population Survey and the Life Opportunities Survey, which relate to London's deaf and disabled community and the labour market. The report highlighted key inequalities in the employment of disabled people.</p> <p>The key points were:</p> <ul style="list-style-type: none"> • All disabled people of working age account for 16 per cent of the total working-age workforce in London • The labour market profile of disabled people is quite distinct to that of non-disabled people. In general, disabled people had lower rates of economic activity and employment than their non-disabled counterparts and experienced far higher levels of worklessness • In London, just over half of the disabled working-age population were economically active (either employed or unemployed but seeking work) relative to 80 per cent of non-disabled Londoners. • Employment rates were lowest for young people aged 16-24 in both the disabled (33 per cent) and non-disabled (45 per cent). • Across the 25-64 group as a whole, the overall employment rate for non-disabled people was 79 per cent, compared with 46 percent for the disabled population. • Disabled Londoners who were born outside the UK had an employment rate of 38 per cent compared with 49 per cent for UK-born 	

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	<p>disabled Londoners</p> <ul style="list-style-type: none"> • The employment rates for non-disabled Londoners born outside and inside the UK were 69 and 75 per cent respectively • The APS suggest that the median gross hourly earnings for disabled people in London in 2009 were £11.86 compared with £13.42 for non-disabled workers. This is equivalent to a 13 per cent pay gap • On average disabled women earn 3 per cent less than disabled men, compared to a pay gap of 12 per cent for non-disabled workers • Looking at the difference in levels of pay between disabled and non-disabled workers within genders shows that disabled men are worse off than disabled women, relative to non-disabled counterparts. Disabled men earned 16 per cent less than non-disabled men, compared to a pay gap of seven per cent for women. <p>A discussion ensued and questions were raised, including how the survey was conducted. It was noted that many respondents who are disabled or have learning difficulties are likely to work in a voluntary capacity with earnings below the limit which affects benefits, and they may therefore reply that they do not work. A more useful question could be to ask if they are taxpayers or not. RW replied that the GLA was not involved in the organisation of the survey.</p> <p>More information on the Annual Population Survey can be found at: http://www.london.gov.uk/sites/default/files/dmag/Briefing%202010-08%20Disabled%20people-labour%20market%202009.pdf</p>	

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2	GLA Work Programme on Employment and Skills (Andrew Gates, Economic and Business Policy, GLA)	
	<p>AG explained how the general employment and skills landscape is changing and how this may impact on disabled Londoners. The main points of his presentation were:</p> <ul style="list-style-type: none"> • The London Skills and Employment Board has formally closed • A new programme of Government provision, the Work Programme has started in London as well as continuing Work Choice • There is a contraction of Borough led and small grant projects • There is a shift to a ‘demand-led’ skills system. <p>While the London Skills and Employment Board has closed, it did leave the Mayor with a legacy, setting out 5 key employment and skills priorities to which the Mayor is committed. These are:</p> <ul style="list-style-type: none"> • Welfare Reform: London requires a welfare system that will effectively address its intractable levels of worklessness. • Employability and Career Progression: Helping people to ‘get on’ can therefore contribute to cutting in work poverty, as well as opening up entry level vacancies. • Apprenticeships: have a clear economic return to both employers and individuals –they offer a unique way to tackle London’s skills and employment challenges in tandem. • Supporting London’s Growth: High Level skills and Leadership & Management are key to grow productivity in the Capital • Fairness for All: all Londoners have equal access to high quality skills to enable them to compete fully for London’s jobs. <p>AG gave a summary of Ways in which the Mayor will</p>	

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	<p>be tackling skills and employment challenges:</p> <ul style="list-style-type: none"> • Ensure European Social Fund monies are invested wisely and continue the focus on sustained employment outcomes and targeting those outside of mainstream provision • Ensure mainstream provision meets the needs of Londoners - identify/evidence sub-standard provision and robust plan for intervention / improvements • Champion demonstration employment and skills projects and pilots (either GLA funded or not). • Maximise influence over London's businesses, e.g. Apprenticeships Campaign and our support for Diversity Works for London • Ensure opportunities generated through major regeneration are linked to Londoners <p>It was noted that many organisations of/for disabled people are closing currently due to lack of funding. As these organisations often employ disabled people in "proper paid" jobs, their closures are having a negative impact on employment opportunities for disabled workers. He also noted that it is not easy to understand how procurement can be used as a way of furthering issues relating to disabled people in the labour market.</p> <p>It was noted that inclusive education strategies could help to create a more conducive environment for disabled young people seeking to enter the workforce in a productive capacity. While it is acknowledged that the Mayoralty has no direct responsibility for formal education, there is scope to try to influence local Councils and the business community that it is in everyone's interest to encourage and enable diversity in the workplace. AG added that the GLA is pitching to improve the careers advice system in London with a view to maximising Londoners' employability.</p>	<p>Request to keep this item on the agenda for this group.</p>

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	<p>It was noted that one helpful new development is the possibility for disabled workers to continue to claim Jobseekers Allowance while doing short-term work experience.</p> <p>AG also stated that the GLA will, together with Access to Work examine at how the provision of AtW support can be extended in cases where disabled and Deaf people are in voluntary work.</p>	
3	Working towards an Inclusive Games (Margaret Hickish, Adviser on the Paralympic Games, GLA)	
	<p>MH summarised the plans to make the 2012 Olympic and Paralympic Games “the most accessible Games ever” and to bring about a lasting legacy of accessibility improvements in London generally – some of which will be in place before the Games.</p> <p>A lot of work is happening and being tested on this, including introducing a new journey planner with accessibility information, increasing the number of humps on station platforms for boarding trains and the Inclusive London website (http://www.inclusivelondon.com/DefaultIL.aspx) which is already providing a wide range of relevant information.</p> <p>There have already been about 2.5 million hits and 35,000 businesses in London are listed. She is starting to work on the marketing plan to ensure that information about the site is disseminated effectively. There is also an Inclusive Britain website, providing accessibility information for areas outside London.</p> <p>Disabled users of the site are invited to add their own information on the website, so that “real” information is available alongside advertising by businesses.</p> <p>There was a request for improved training for TfL staff in providing clear information for disabled passengers.</p>	

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4	Update on Liberty Festival 2011 (Brian Oakaby, GLA Events)	
	BO informed the group about the forthcoming Liberty Festival 2011: London's Disability Arts Festival, which will take place in a new location on the South Bank on Saturday 3 September. The event will be free and open to all.	
5	Update on Disability Capital Conference 2011 (Linda Kiff, External Affairs, GLA)	
	<p>LK informed the group about this year's Disability Capital Conference, which will take place on Thursday 20 October at the Excel Exhibition Centre, running alongside the Naidex Exhibition.</p> <p>People can register for the Conference is at http://www.exporeg.co.uk/visit/sites/f2fevents/dcc/11/vis/login.asp</p> <p>There will be Question & Answer session with the Mayor. Questions will be gathered from delegates during registration on arrival that morning.</p>	
6	AOB	
	The next meeting will take place on 9 February 2012 from 15:00 to 18:00 at Committee Room 5 at City Hall.	