

Improving the Life Chances of Disabled People

Analytical Report - Executive Summary

Note: This report represents an interim analysis of issues relevant to "Improving the Life Chances of Disabled People". The report is published for comment, and is not in any way a statement of Government policy



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The overall aim of this project is to remove barriers and improve outcomes for disabled people

- Disabled people are faring less well than non-disabled people across a range of indicators and opportunities - there are particular concerns about the support available to disabled people at key transition points in life - and about outcomes for specific groups of disabled people
- Many services are in place, but these can be fragmented and their effectiveness may in some cases be low
- In the light of this evidence, the **aims of this project** are:
 - (1) To assess the extent to which disabled people are suffering adverse economic and social outcomes in the UK
 - (2) To identify why this is happening, and what are its implications
 - (3) To assess what could be done to improve the situation
- A successful project will remove barriers and see outcomes for disabled people improved

This document provides an executive summary of the main messages arising from the Strategy Unit's analytical report, which has drawn on:

- **Discussions with disabled people, representative organisations, Government Departments and other stakeholders**
- **Analysis of the key barriers facing disabled people across a number of priority areas**
- **An assessment of the current policy map, and of alternative approaches**

This will require a clear vision and practical measures for realising it

Vision	Remove disabling environments, attitudes and disproportionate social barriers	Provide financial and service-based support to meet additional individual needs	Empower disabled people - including through delivery of these two aims
Current situation and key barriers facing disabled people	Disabled people face multiple barriers; widespread discrimination; lower incomes; poorer educational outcomes; and fewer employment opportunities	The additional and varying needs of disabled people across employment, income, health, housing, social care and education are responded to on a piecemeal basis	Disabled people are not empowered; often they lack full involvement in policy making or meaningful choice
Emerging key policy questions	<ul style="list-style-type: none"> • Who should be responsible for the removal of disabling environments and social barriers? • How should Government work with disabled people and other stakeholders to address barriers to inclusion? 	<ul style="list-style-type: none"> • How should Government provide a level of support which balances cost sharing in a predictable and fair way? • What lines of responsibility between disabled people, Government, service providers and employers does this imply? 	<ul style="list-style-type: none"> • How can Government empower disabled people to promote their own inclusion and rights within society, and to fulfil their own potential?

Definition of the Problem

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It is increasingly recognised that disabled people are faring less well than non-disabled people across a wide range of indicators and opportunities



- Income**
 - Disabled people have a lower household income on average, and are more likely to be in the lowest income groups
- Education**
 - Disabled people are more likely to have no educational qualifications, and less likely to have advanced qualifications
- Employment**
 - Disabled people are less likely to be in employment, and more likely to be economically inactive
- Social Class**
 - Disabled people are more likely to be in lower social classes
- Hate crime or harassment**
 - The Disability Rights Commission reports that 1 in 4 disabled people have experienced hate crime / harassment
- Housing**
 - Disabled people are less likely to live in their own home and more likely to live in rented accommodations
- Child poverty**
 - Around 55% of families with a disabled child live in, or near, child poverty; and children are almost twice as likely to experience poverty if there are disabled adults in their family

But it is important that we get beneath these basic facts, in order to identify the key issues

One key issue is the heterogeneity amongst disabled people – this arises both from variations in impairment and from variations in socio-demographic characteristics



- People with **impairments** (such as deafness, spinal injury, learning difficulties, autism) become **disabled people** through **barriers** such as discrimination, inaccessible built environment and exclusionary policy design
- In practice, the term disability is used by different people in different contexts in many different ways - to exclude or include different groups of people
- Definitions used generally include both those whose impairments are related to poor health and those who have physical and/or sensory impairments or learning disabilities but who are healthy
- Moreover, there is considerable heterogeneity within the population of disabled people:

Heterogeneity by impairment type, e.g.:

- Severity
- Duration
- Age of onset
- Constant versus intermittent
- Stable versus deteriorating

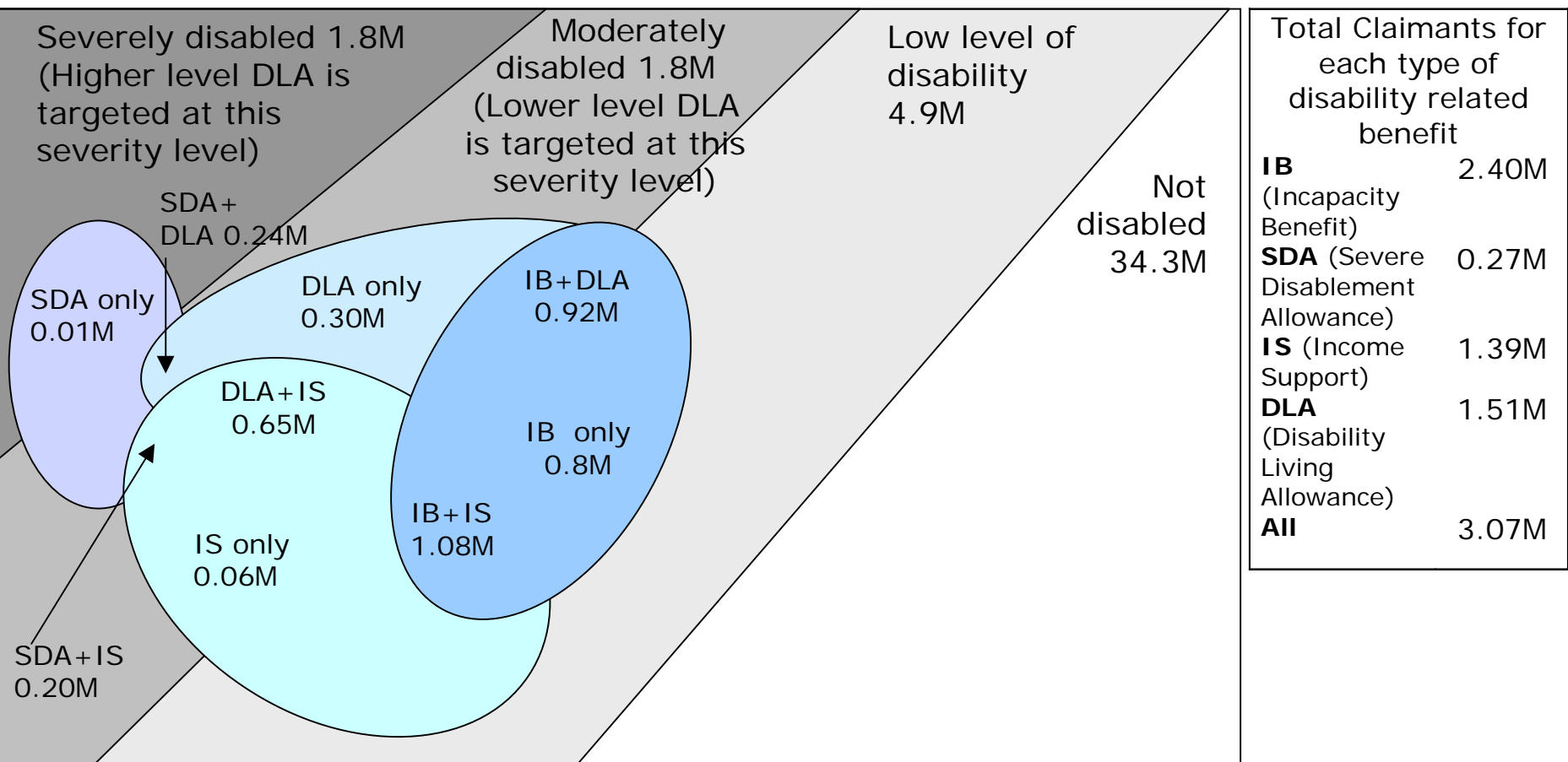
Heterogeneity by socio-demographic characteristics, e.g.:

- Social class
- Region / local area
- Ethnicity
- Age
- Gender

This presents a complex picture – but the causes of disability (as well as the outcomes) appear to be broadly consistent, even if they do impact in different ways on different groups

And the population of disabled people is distinct from the population of people claiming different disability-related benefits

UK population by disability severity and benefit recipients



Sources: DWP and FRS 1996/97

Differences in the disabled population mean a range of issues need to be considered and the different roles for government will be questioned

Disabling barriers – which give rise to reduced life chances for disabled people – come from a number of well-recognised sources



Discrimination

- Discrimination is behaviour arising from prejudicial attitudes which prevents (e.g.) disabled people from having the same opportunities as others in society
- It can be manifested in a number of different ways – for example, through aggressive behaviour or through exclusion from groups or opportunities

Socio-demographics

- People are more likely to become disabled at some point in their lives if they come from low social classes, have poor educational qualifications or work in particular occupations – there is a significant degree of mutual causality
- Particular barriers can arise for disabled people who are older or from black and minority ethnic groups, who may experience multiple disadvantage

Policy design and delivery

- Design and delivery of mainstream policy has failed to incorporate the voice, needs, interests and aspirations of disabled people
- This has resulted in a number of “gaps” appearing in the level and quality of services made available to disabled people, compared with non-disabled people

Physical environment

- The built environment has been designed largely to cater for healthy adults without impairment
- This has resulted in a long legacy of infrastructure – especially in buildings and transport which is inaccessible to disabled people

These disabling barriers are not static – a number of important trends mean that they will change over time

There are some important trends that will in part determine the nature of disabling barriers – and hence the definition of the problem – over time



Socio-economic factors

- Rising incomes and improving educational attainment could result in greater opportunities and provision of support for disabled people ...
- But if disabled people are excluded from the benefits of these trends, gaps between disabled and non-disabled people could widen

Attitudes

- The Disability Discrimination Act and the Disability Rights Commission have raised awareness of disability, and are helping to reduce discrimination
- But attitudes are slow to change, and disability continues to lag behind other areas of elements of the equality and diversity agenda

Technology

- New technologies are enabling more people to live longer, as well as opening up new opportunities to many disabled people, for example in communications
- But many of these technologies are expensive and may not be accessible to all, potentially creating a two-tier system

There are also some important trends in the nature of impairment, for example:

- An increasing number of people reporting mental and behavioural disorders
- Increased reporting of children on the autistic spectrum, or with Attention Deficit Hyperactivity Disorder (ADHD)

Hence disabling barriers are an ongoing problem that needs to be tackled

A vision for the future

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If Government is to deal effectively with disabling barriers, it will need to identify and sign up to a clear vision and objectives for what it is trying to achieve



Ensure that disabling environments, attitudes and disproportionate social barriers are effectively removed

- Requires Government to work with disabled people and other stakeholders to identify and address barriers to inclusion
- Generates responsibilities for Government, citizens, service providers and employers

Provide financial and service-based support to meet additional individual needs where appropriate

- Government committed to help meet additional / varying needs of disabled people in employment, health, housing, social care and education
- Government to negotiate the level of support so that the balance of cost sharing is predictable/fair
- Clearer lines of responsibility - for example, between Government, citizens and employers

Empower disabled people - including through delivery of the two aims above

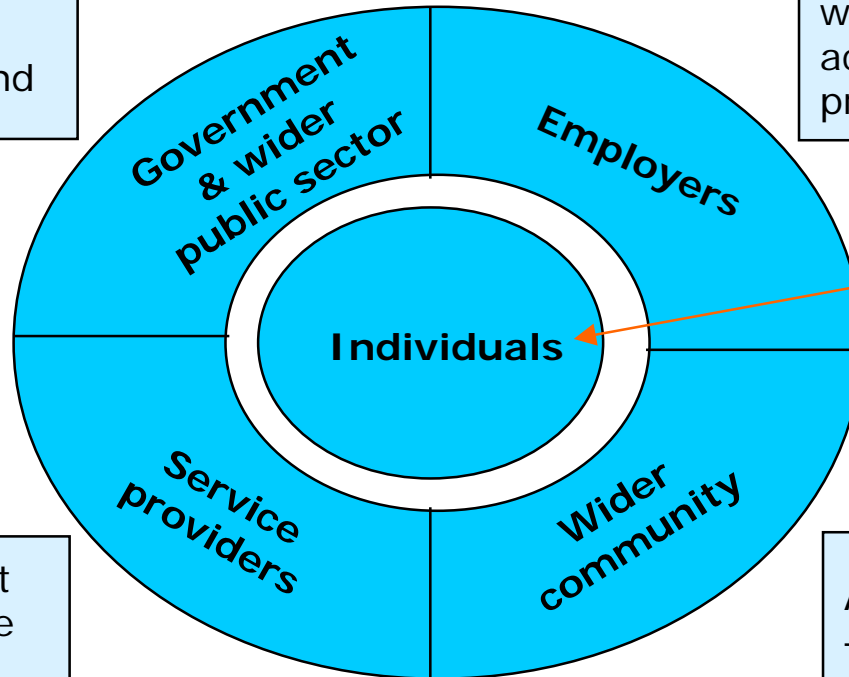
- Government to ensure that disabled people have full democratic voice, meaningful choice and civil rights - to promote their own inclusion within society and fulfil their own potential

What is clear is that this is not just about Government – disabled people and all other stakeholders have their own rights, roles and responsibilities

Rights, roles and responsibilities apply to Government and the wider public sector, to employers, to service providers, to the wider community and – crucially – to disabled individuals

Promote the welfare of all citizens, through a mix of legislation, fiscal measures, services/programmes and infrastructure

Health and safety, rehabilitation of employees with impairment / illness, accessibility in recruitment, promotion and pay



Awareness of rights as citizens, alongside responsibility to promote own well-being

Deliver in a fair, efficient and accountable way the support and services deemed appropriate by society

Absence of discrimination – and full accessibility to goods, services, facilities and information

A key element of what Government needs to provide is leadership and clarity

Government needs to establish a framework setting out its goals and what disabled people can expect – and establishing principles for the way in which policy is designed



- Such a framework could contain:
 - Clear articulation of the Government's vision for disabled people
 - Clear articulation of the relative rights, roles and responsibilities of the different stakeholders
 - Minimum standards for accessible services provided to all disabled people, irrespective of where they live
 - Clarity on what services and policies disabled people can expect to be delivered, and on what basis – whilst allowing for local flexibility and variation
 - A coherent basis for benefits provision based on clear criteria

Arising from this framework will be a number of principles of policy design – these will need to apply equally to mainstream policies, and those aimed specifically at disabled people:

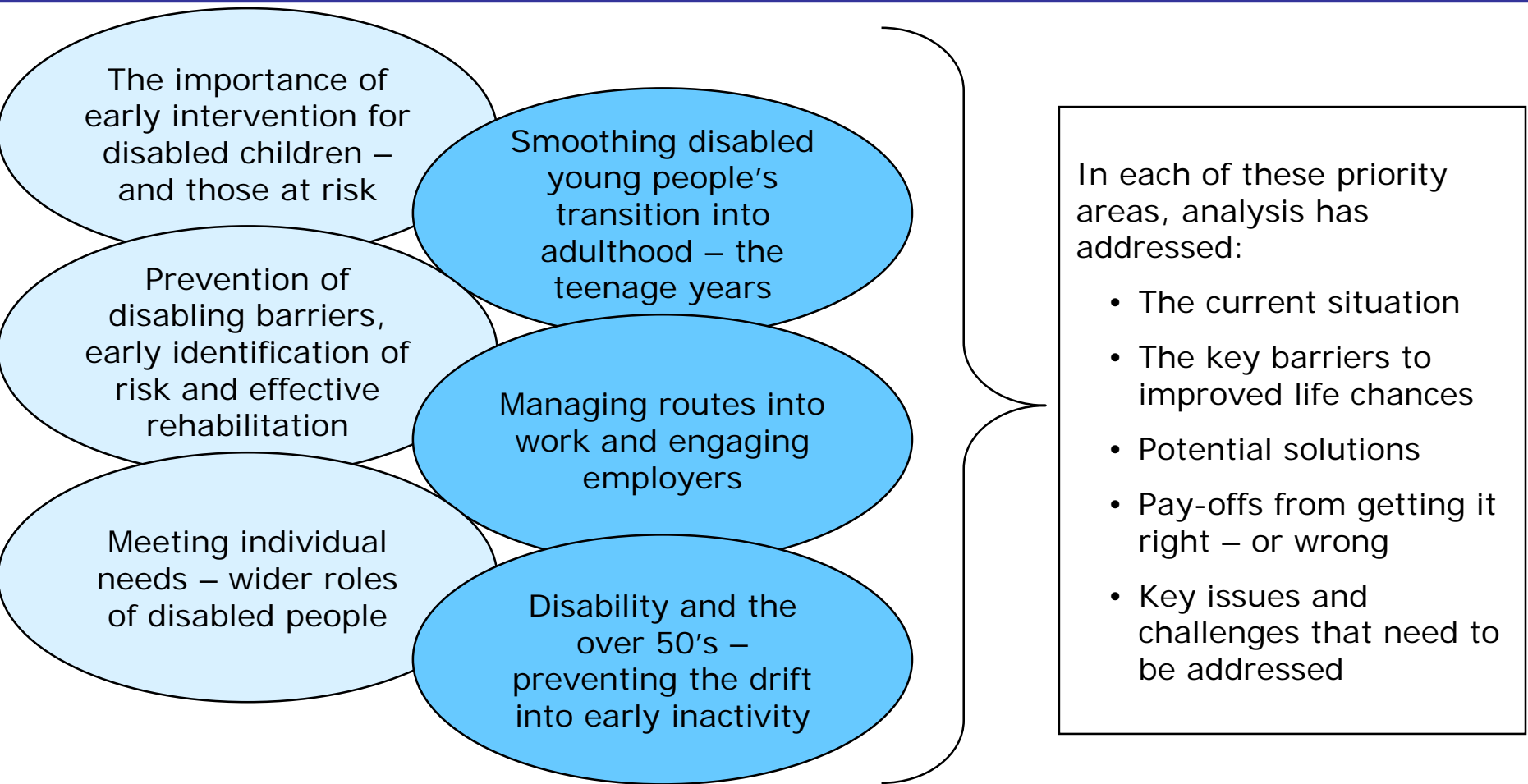
- Disabled people at the centre
- Adequate, timely and coordinated interventions
- Meaningful choice for disabled people between services
- A voice for disabled people to influence policy design
- Accountability to disabled people

Further work is needed on the Government's vision, on this framework and on the principles of policy design – but the emerging themes can already be applied to analysis of the key issues

Analysis of the issues

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Our analysis of priority areas has been informed by the objectives and principles emerging from our work on a vision for the future



A clear picture is emerging of the problems and potential solutions in each of these areas – but there are a number of difficult issues to address

Our analysis highlights the current situation facing disabled people in early years, identifies the key barriers and assesses the potential solutions



The current situation

- At least 3% (320,000) of children under 16 come under the DDA definition of disabled
- The population of disabled children is changing - there has been a rise in the number of children with complex and significant needs
- Disabled children are at risk of being left out of changes to wider children's services
- Services for disabled children are currently based on a postcode lottery
- Disabled children are more likely to suffer from child poverty and they are more likely to be worse off as adults
- Early intervention appears to have significant benefits for young children, especially those with impairments or 'at risk' of experiencing disabling barriers

Key barriers

- Early years social care, health screening and therapy (such as speech and language therapy) is not always available
- Accessible childcare provision for disabled children is in short supply
- Early years education provision for disabled children is limited and highly variable across the country
- Disabled children and their parents have to engage with multiple sources of advice and support
- There is a lack of coordination and information sharing among service providers
- There is limited collection of data on disabled children and many different definitions of disability
- A vicious circle in funding may mean that early intervention is often not available, leading to later more expensive and intrusive interventions

Potential solutions

- Clear understanding of the services, programmes and benefits that families with disabled children are entitled to and on what basis
- Assessments which are needs-led, not service-led, and which address disabling barriers as well as needs related to impairment
- Key worker offered to families with a disabled child whose role is to negotiate services and provide information to families
- Clearer, standardised definitions of disability alongside better information about the needs of disabled children across the country

We can identify some clear benefits of getting it right in Early Years and some clear problems if things go wrong – but there are some difficult issues to address



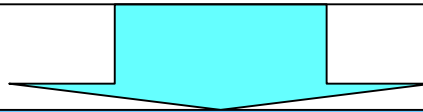
What might be the pay-offs?

If we get it right ...

- Better support for families with disabled children to improve all their life chances, including those of the disabled child
- Disabled children reaching their maximum potential, in social, cognitive, behavioural and health terms
- More efficient spend of resources, focusing on effective early intervention not later, more expensive coping mechanisms

If we get it wrong ...

- Continued social and economic exclusion of families with disabled children, with negative implications for these families and for wider society
- Continued diminished life chances for disabled children and their families, with poorer economic and social outcomes



What are the key issues and challenges to address?

- Can we achieve more consistent levels of service provision across the country and reduce the postcode lottery?
- How can we implement a key worker scheme that meets the needs of families with disabled children given resource constraints?
- How can we tackle workforce issues such as the shortage of speech and language therapists?
- What can be done to provide the right incentives for genuine multi-agency working that meets the needs of families with disabled children with clear lines of responsibility?
- Is it possible to establish a common definition of disabled children to facilitate better inter-agency working?
- What are the implications for service provision of the changing nature of the disabled children's population?

Our analysis highlights the current situation facing disabled young people at the transition into adulthood, identifies the key barriers and assesses the potential solutions



The current situation

- Transition from childhood to adulthood can be difficult for young disabled people, especially for the growing number with very high levels of impairment
- Major changes take place across most aspects of life, including in education and employment, housing and family life
- Many disabled people also transfer from health and social services for children, to those for adults
- These shifts can result in:
 - loss of, disruption or delay in receiving particular services
 - moves to inappropriate provision
 - experience of anxiety about entitlement
 - not being able to make desired transitions to appropriate work experience, employment or another suitable option

Key barriers

- A lack of effective communication and joined up working, compounded by lack of data and failures in local and national planning
- Disabled young people and their families experience multiple assessments, lack of person centred planning, and a failure to be fully involved in the transition process and decisions
- Universal or mainstream support is not always designed or resourced to meet additional needs
- Adult services are not reflecting the changing profile of young people's impairment

Potential solutions

- Improve integrated working at all levels, inc. between Departments, in the planning, commissioning, and delivery of services
- Equip Connexions to identify and meet the needs of all disabled young people
- Provide young disabled people with appropriate work experience, training, apprenticeships, and further and higher education, develop valid and valued activities for those where paid work is not an option
- Empower young people and their parents to participate in planing, make decisions, and feel informed about choices and in control

We can identify some clear benefits of getting it right in the transition to adulthood, and some clear problems if things go wrong – but there are some difficult issues to address



What might be the pay-offs?

If we get it right ...

- Moving into adulthood is exciting and positive
- People reach 14 already empowered to make choices and to plan for the future that they want
- Living independently, when the time is right, is a reality
- Young people are well-placed to enter the work force in their chosen career, or pursue a valued alternative
- Service providers communicate well and work smoothly and effectively together

If we get it wrong ...

- Moving into adulthood remains stressful and confusing
- Young people and their families are excluded from the decisions being made about their future lives
- Disabled people are under prepared for the workforce and independent living, and likely to depend on benefits and be socially excluded
- Service provision remains uncoordinated, with repeat assessment and individuals 'lost' in the system

What are the key issues and challenges to address?

- What should be done to ensure that Connexions meets the needs of all disabled young people?
- What more can the 14-19 Education Reform and other major new initiatives be doing to ensure that disabled people are at the centre of emerging new structures and practices?
- How can Further Education better provide necessary life-skills and progress opportunities for all young people?
- What more should mainstream apprenticeships, work experience, training, and voluntary opportunities be doing to include disabled young people? What valued alternatives exist for those where paid work is not an option?
- How can work being done on common assessment frameworks be taken forward?
- How can peer support and access to advocacy be made a reality for disabled young people?
- What levers can raise the priority of transition processes in health and social services?

Our analysis highlights the current situation on preparation for and prevention of the onset of impairment, identifies the key barriers and assesses the potential solutions



The current situation

- Disability has high associated costs, e.g. 40m working days were lost in 2000-1 due to workplace injury and ill health alone
- There are many causes of injury and ill health that are reducible, e.g. road accidents cause many injuries in the UK each year and smoking is associated with increased years lived with impairment

Key barriers

- There is a need for more evidence to track what happens to people before, during and after they face disabling barriers
- Better healthcare provision is impeded by a range of factors including: pressure on GPs time, lack of occupational health therapists, a medical culture which focuses on treatment of symptoms and impairment, lack of emphasis on the value of continued employment
- Better workplace adjustments are restricted by factors such as employees fear of disclosure and employers lack of active sickness management and occupational health provision

Potential solutions

- Removal of barriers: e.g. through medical research, Health and Safety legislation, employer insurance arrangements, reducing and removing pollution, work design
- Meeting additional needs: e.g. relief from pain, early intervention, health advice and screening, programmes of rehabilitation, employer management of absence, benefits, and preventative drugs
- Empowerment: e.g. return to work help, public health awareness, ownership of own condition management, information on entitlement and advocacy

We can identify some clear benefits of getting it right in preparation and prevention, and some clear problems if things go wrong – but there are some difficult issues to address



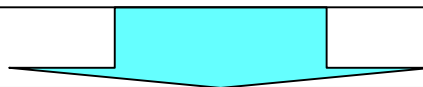
What might be the pay-offs?

If we get it right ...

- Reduction in incidence of injury and ill health
- Reduction in number of people with impairments, of years lived with an impairment and of people on IB
- reliable and visible sources of rehabilitation
- Reduction in health inequalities and greater control of own condition plan

If we get it wrong ...

- No reduction in incidence of injury and ill health
- Increase in number of people with impairments, years lived with an impairment and people on IB
- Unreduced costs of absence to employers and the economy
- Lack of knowledge transfer on health conditions, overworked and unsupported GPs



What are the key issues and challenges to address?

- Should prevention and preparation focus on those groups at greatest risk of onset, those most exposed to new and growing risks or on threats with serious and immediate impact?
- Can we improve early intervention and support by targeting the accidents and health conditions most likely to result in impairment and disability, or the key stages from onset to treatment?
- How far can the onset of impairments be tracked back to causes related to poor public health, such as alcohol-related violence and diet related obesity, and what implications might that have for the Department of Health's "Choosing Health" consultation?
- What more might be done to ensure a "whole person" response to accident and illness - rehabilitation or restoration - which builds capability rather than treats medical factors alone?

Our analysis highlights the current situation facing disabled people in routes into employment, identifies the key barriers and assesses the potential solutions



The current situation

- Disabled people are less likely to be employed and more likely to be economically inactive than non-disabled
- Disabled people on IRB become increasingly detached from the labour market as their chances of ever leaving these benefits declines after 3-6 months
- The government has managed to stem the flow into IB but the large numbers of stock remain
- On becoming disabled, people are often not able to sustain a job or find a suitable one
- The system of assessing disability is confusing and complicated
- There is a lack of a rehabilitation strategy to integrate disabled people back into the economy
- The business case for employing disabled people and employers roles and responsibilities are not understood

Key barriers

- Employers' perceptions and awareness of disability issues is one of the key barriers to hiring or retaining disabled people
- Failure to provide disabled people with the level of education, work experience and training they need to compete in the labour market
- A lack of financial incentives for disabled people to seek employment and lack of clear information to assess these incentives
- A system too focused on incapacity rather than capacity
- Full-time paid employment is seen as the only route to labour market participation
- Disabled people often have low skills and qualifications

Potential solutions

- Improve financial incentives for disabled people to seek employment
- Enhance employers' willingness to hire and retain disabled workers
- Improve or simplify the system of disability assessment
- Promote a rehabilitation strategy agreed between the employer, employee and medical professionals
- Improve the flexibility of the system to allow for part-time and voluntary employment as the route to labour market participation
- Continue to gather evidence of what works and work on improving evaluation techniques

We can identify some clear benefits of getting it right in routes into employment, and some clear problems if things go wrong – but there are some difficult issues to address



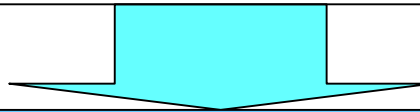
What might be the pay-offs?

If we get it right ...

- There will be economic gain for individuals and the economy
- Cost to the public purse will reduce
- Wider life chances will improve
- Inequality and social exclusion will reduce in the society

If we get it wrong ...

- There will be larger economic inactivity with higher costs
- Spending on benefits will increase further
- There will be a deterioration in health and well-being



What are the key issues and challenges to address?

- How can we create real incentives? For those who can work, this should pay more than welfare, and incentives should be in place to move disabled people up the earnings ladder
- How can we promote an individual approach which recognises that full time paid employment may not be the appropriate for all?
- How can we improve disability at assessment structures?
- How can government better enable employers to recruit and retain disabled people?
- How can we improve the educational outcomes and skills of disabled people?
- How can we facilitate learning by doing and accumulate better data on what works?

Our analysis highlights the current situation facing disabled people in their wider roles, identifies the key barriers and assesses the potential solutions



The current situation

- Disabled people face barriers throughout the many different roles that influence life chances
- This section does not consider all of these roles, but focuses on the issues of most concern cited by disabled people
- Transport creates multiple problems for carrying out daily living
- Housing provision, and independent living are key to life chances, but the quality of provision and support is often unacceptable

Key barriers

- Transport difficulties
- Access to buildings
- Negative attitudes and discrimination
- Lack of support for independent living
- Access to information
- Low income
- Lack of recognition of parenting (and other roles) by service providers and within the benefit system

Potential solutions

- Greater involvement of disabled people in service provision and policy design
- Recognition of the wider roles of disabled people (as parents, as volunteers etc) in service and benefit provision
- Disability equality training for service providers
- Extension of direct payments system and greater funds for independent living

We can identify some clear benefits of getting it right for the wider roles of disabled people, and some clear problems if things go wrong – but there are some difficult issues to address



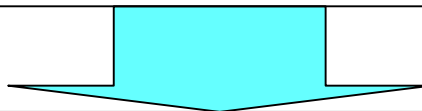
What might be the pay-offs?

If we get it right ...

- Active role in society – identity / self-esteem
- Reduces likelihood of deterioration
- Reduces child poverty
- Greater diversity through wider social inclusion

If we get it wrong ...

- Exclusion from society
- Increased prejudice and discrimination
- Increased risk of child poverty



What are the key issues and challenges to address?

- To what extent will the current transport strategy bring about a real improvement for disabled people as transport users? What change can we reasonably expect of the transport system given the costs of reducing the existing barriers?
- What are the limits to the direct payments system? Could an adequately funded system supported by information and advocacy provide independence for disabled people?

Our analysis highlights the current situation facing disabled people over 50, identifies the key barriers and assesses the potential solutions



The current situation

- There are over 1 million people aged between 50 and state pension age who are economically inactive and claiming Incapacity Benefit
- This inactivity has high economic and social costs for both individuals and society
- Recent trends and demographic changes imply this problem will increase over the next 20 years

Key barriers

- Employer attitudes
- Transport difficulties
- Benefit disincentives to employment
- Low levels of skills and qualifications
- Health problems and disabilities
- Lack of confidence
- Unwillingness to reduce reservation wage

Potential solutions

- Current 'Pathways to Work' initiatives
- Tackling employers' attitudes using carrots (financial incentives) or sticks (age legislation)
- Removing the 'cliff-edge' between work and retirement
- Reform of the benefits system

We can identify some clear benefits of getting it right for disabled adults over 50, and some clear problems if things go wrong – but there are some difficult issues to address

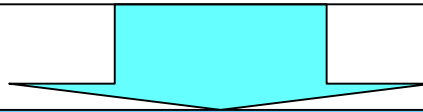
What might be the pay-offs?

If we get it right ...

- Reduced inactivity
- Maintain health and well being
- Better preparation for retirement

If we get it wrong ...

- High costs of economic inactivity
- Lower life expectancy
- Increased pensioner poverty



What are the key issues and challenges to address?

- What are the next steps in the Pathways to Work initiatives? Are the pilots successful enough to justify funding at a national level? Will the programme be able to tackle the stock of older IB claimants whose skills are less suited to the current labour market?
- What incentives could be provided to employers to encourage them to invest in older disabled workers to overcome the current skills mismatch?
- What steps should be taken to reduce the cliff edge between work and retirement to prevent the drift into early inactivity and pensioner poverty?

Common themes

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In addition to the “vision” themes of removing barriers, supporting and empowering, a number of common challenges emerge



- There needs to be greater clarity in the support that is available to disabled people ...
- ... with easier and more user-friendly navigation through the system of benefits and support
- All disabled people should be able to expect some minimum standard of support, wherever they live – and should be able to hold providers accountable where this is not delivered
- The needs, views and aspirations of disabled people need to be more effectively integrated into mainstream policy design and delivery
- Scarce resources need to be targeted effectively, through the right combination of needs-based, means-tested and free at the point of use services, support and equipment
- All stakeholders – including disabled people themselves – need to have clearly defined responsibilities, backed up by appropriate rights
- Policy needs to take into account the “whole person”, recognising that disabled people are citizens and have the right not to be defined primarily by their impairment or by the disabling barriers that they face

In part, these point towards the need for more effective delivery of policy - such as services and benefits - “on the ground”

Clarity of vision and leadership from central Government needs to be backed up by effective delivery of policy “on the ground”



Person-centred delivery

- ✗ Disabled people and their interests seen as “add-ons” – reducing the policy effectiveness and making disabled people feel like a “burden”
- ✓ A cultural shift – so that disabled people have a meaningful “voice and choice” in determining the support they receive, and are able to hold accountable those who provide support

Early intervention

- ✗ Disabled people do not receive the right support at the right time – perhaps because of funding constraints, poor targeting, excessive bureaucracy or simply the complexity of the system
- ✓ A shift to streamlined processes, prioritised funding and empowerment of disabled people – so that disabled people get the support they need, when they want it

Cost effectiveness

- ✗ The benefits and services provided to disabled people are expensive – and there is little or no prospect of a significant shift in funding
- ✓ Greater targeting of existing resources, finding new ways of doing things so that better outcomes are delivered

Joined up approaches

- ✗ A fragmented approach inevitably leads to ineffective policy delivery and poor outcomes
- ✓ More effective joint-working at all levels – involving the public sector and other sectors alike in shared goals and clear accountability

The next phase of the project will need to identify practical ways in which this can be taken forward

Next Steps

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The Strategy Unit is now taking forward Phase Three of the project – which will draw on the analysis in this report and on comments received in order to make policy recommendations

- **Phase One** of this project was an extended scoping phase, in which the Strategy Unit identified the key issues and developed a framework for analysis
- **Phase Two** of the project has been the key analytical phase, in which the Strategy Unit has looked in detail at the key issues – mapping the current situation, identifying barriers and considering current solutions and options for the future
- **Phase Three** of the project will run through the summer, and will consider the policy options available to Government. This phase will draw on:
 - The analytical work carried out in Phase Two of the project
 - Additional analysis carried out over the next few months
 - The input of the Project Advisory Group and Expert Groups
 - Comments and contributions received in response to the analytical report
 - Ongoing input from Government Departments, the Devolved Administrations, employers, service providers, academics and others

December
2003 –
February 2004

February 2004
– June 2004

June 2004
→→→

Policy recommendations will be made at three levels – (1) a vision for the future, (2) principles of policy reform and (3) specific action

The policy recommendations identified in Phase Three of the project will apply at the three different levels highlighted in this analytical report:



The aim of the policy recommendations made in the final report will be to make a difference – to deliver real improvements to the life chances of disabled people

The analysis in this report raises a number of issues for discussion



- Does the Strategy Unit have in place the right building blocks for “a vision for the future”?
- How can this vision be most effectively articulated?
- How should the respective roles and responsibilities of the different stakeholders be determined?
- Does the Strategy Unit have in place the right principles for guiding effective policy design ... and delivery?
- Are there any gaps in the Strategy Unit’s analysis of the priority areas?
- What sorts of solutions should the Strategy Unit be considering?