



Halving Dumfries and Galloway's Disability Employment Gap

A strategy to improve
transition, support and
inclusion in work

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EXECUTIVE SUMMARY

In 2016, the Scottish Government set out an ambition to halve Scotland's Disability Employment Gap (DEG), the difference between the proportion of disabled people employed and non-disabled people employment.

With a target to achieve this across Scotland by 2038 and Action Plan to support it, currently Scotland is ahead of target - meeting its milestone for 2023 last year.

In comparison, Dumfries and Galloway's DEG has increased by 4% since 2016 and, at 40.4%, makes it the lowest performing local authority in Scotland.

This can be attributed to a combination of economic factors, exacerbated by local factors that include limited transitions support for disabled school leavers; a lack of specialist employability provision to effectively engage and support disabled people into work, and a lack of support for employers to access workplace equality skills and disabled candidates.

In order for Dumfries and Galloway to halve its 2022 DEG by 2038, it requires a long-term strategy to support 5037 disabled people into employment in the region - an average of 336 people annually.

As this is a significant figure, it is not practical for employment support provision to deliver that alone.

As such, a series of recommendations are made to

1. Improve transitions support for disabled school leavers
2. Establish specialist employment support across the region
3. Continue work to improve coordination and management of the existing employability provision
4. Foster greater alignment and inclusivity across local businesses
5. Enable Dumfries and Galloway's public sector employers to lead by example

SCOTLAND'S DISABILITY EMPLOYMENT GAP

In December 2016 the Scottish Government published **A Fairer Scotland for Disabled People - Our Action Plan**¹.

It set out over 90 commitments to improve the lives of disabled people, and people with long term health conditions. Over 20 of these commitments relate to work and employment - with the most ambitious being to "reduce barriers to employment for disabled people and to seek to reduce at least by half, the employment gap between disabled people and the rest of the working age population."

This **Disability Employment Gap (DEG)** is the difference between the employment rates of disabled and non-disabled people. At the time of publication, the employment rate for disabled people in Scotland was 42.8% compared to 80.2% for the non-disabled working age population. This represented a baseline disability employment gap of 37.4 percentage points.

Thus, to at least halve the gap, the Scottish Government set out to reduce it to at least 18.7 percentage points, with an ambition of doing so by 2038. This meant a reduction of the employment gap by one percentage point every year.

In addition, interim milestones were set for the rate of employment for disabled people - these were 50% by 2023 (5 years from the Action Plan publication) and 60% by 2030.

In order to do so, an update to the strategy was published in 2018, setting out three priority areas for the Scottish Government and specific national actions which were co-produced with disabled people and disabled people's organisations.

These were:

- **Supporting Employers to Recruit and Retain Disabled People** - with actions to improve public sector recruitment, the development of a PSP to support employers and a range of health-related work pilots.
- **Supporting Disabled People to Enter Employment** - with actions to ensure specialist support within the newly devolved Fair Start Scotland, invest in support for parental employability and improve connectivity with Access to Work and Social Security Scotland.
- **Young People and Transitions** - with actions to apply the Principles of Good Transition across education, improve access to the Developing the Young Workforce programme, Careers service and Modern Apprenticeships and develop more inclusive employability models for disabled young people.

To date, these actions are considered to have made a successful impact at a national level.

In 2022², an estimated 436,400 disabled people aged 16 to 64 were in employment across Scotland - 50.7% of the population - passing 50% for the first time and meeting the 2023 milestone ahead of target.

In the 5 years since 2016, the disability employment rate gap had decreased by 5.5 percentage points from 37.4% to 31.9%.

¹ Fairer Scotland for Disabled People

	2016	2017	2018	2019	2020	2021	2022	2023	2030	2038
SCOTLAND										
Employment rate of disabled people*	2.8%	45.3%	45.6%	47.2%	49.6%	49.6%	50.7%	50%*	60%*	
Employee disabled individuals	278,700	297,000	306,800	348,500	335,700	407,400	436,400			
Employment rate of non-disabled people	80.2%	81.2%	81.1%	81.6%	80.5%	80.8%	82.5%			
Disability Employment Gap	37.4%	35.9%	35.5%	32.6%	33.3%	31.2%	31.9%			18.7%*

*National Target

Last year, the commitments of a 'Fairer Scotland for Disabled People' were incorporated into the refreshed **Fair Work Action Plan**³ were central to the Scottish Government's 2022 **National Strategy for Economic Transformation**⁴.

With respect to the DEG, the Action Plan calls for:

- Greater leadership in public sector workforce diversity
- Improved communication of Fair Work practices amongst business
- Continued focus on inclusion of disabled people as part of Fair Start Scotland's replacement
- Continued implementation of the Principles of Good Transition as part of SDS's Careers service.

Whilst resources allocated centrally to local authorities will be used in line with local priorities, it is expected they will continue to contribute to this national ambition for 2038, with their success being monitored centrally against the **Shared Measurement Framework**⁵ - a central methodology of reporting key labour market data across local authorities centrally in a way that reflects individual experiences, impact and public value.

² Labour Market Statistical Release

³ Fair Work Action Plan

⁴ Scotland's National Strategy for Economic Transformation

⁵ Shared Measurement Framework

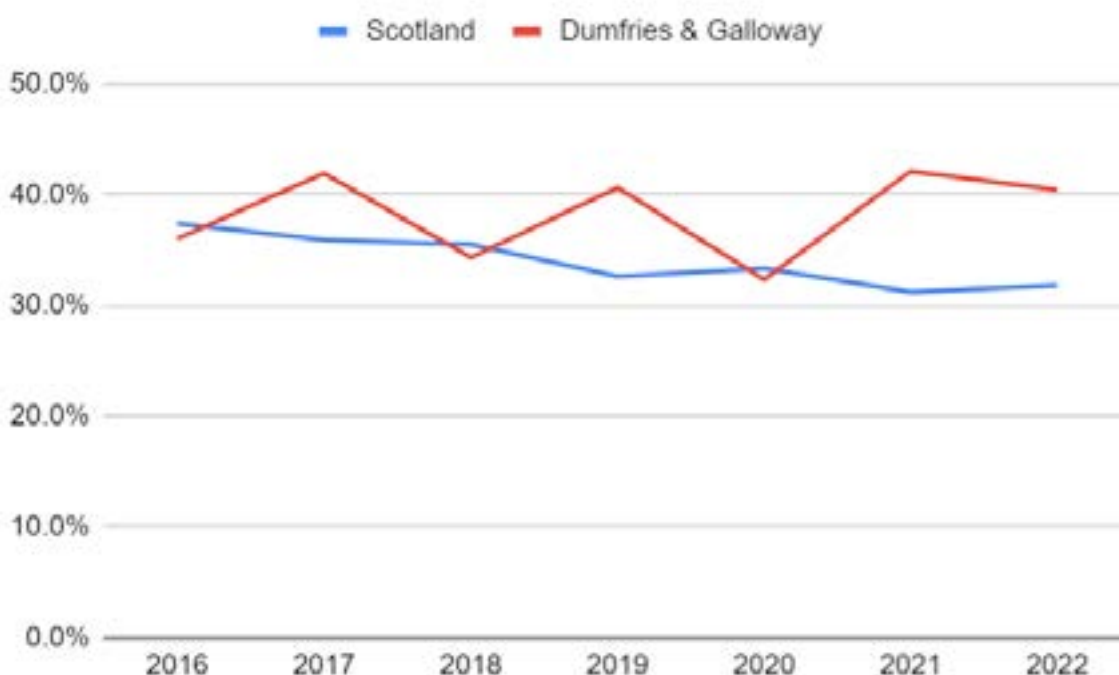
DUMFRIES AND GALLOWAY'S DISABILITY EMPLOYMENT GAP

In Dumfries and Galloway, the impact of the Scottish Government's action plan cannot be seen.

Whilst in 2016, the DEG across the region was smaller than the national average, by 2022 it had increased and represents the highest DEG of all 32 local authorities⁶.

	2016	2017	2018	2019	2020	2021	2022
SCOTLAND							
Employment rate of disabled people*	42.8%	45.3%	45.6%	49.0%	47.2%	49.6%	50.7%
Employment rate of non-disabled people	80.2%	81.2%	81.1%	81.6%	80.5%	80.8%	82.5%
Disability Employment Gap	37.4%	35.9%	35.5%	32.6%	33.3%	31.2%	31.8%
DUMFRIES & GALLOWAY							
Employment rate of disabled people*	45.9%	42.7%	45.0%	44.7%	44.1%	39.1%	39.3%
Employed disabled individuals	17,000	16,200	18,200	21,200	19,900	20,300	23,200
Employment rate of non-disabled people	81.9%	84.6%	79.3%	85.3%	76.4%	81.2%	79.7%
Disability Employment Gap	36.0%	41.9%	34.3%	40.6%	32.3%	42.1%	40.4%

Whilst the causes for this wide DEG can, in part, be explained by an increase in the number of people reporting disabilities during the COVID-19 pandemic, as well as a regional reduction in the overall employment rate - the deviation from the national picture is marked.



⁶ NOMIS, March 2023

In order for Dumfries and Galloway to meet the Scottish Government's ambition of 'halving the disability gap' by 2038, the 2022 figure of 40.4% can be used as an initial baseline at the start of a long-term strategy - as opposed to the 2016 figure of 36%.

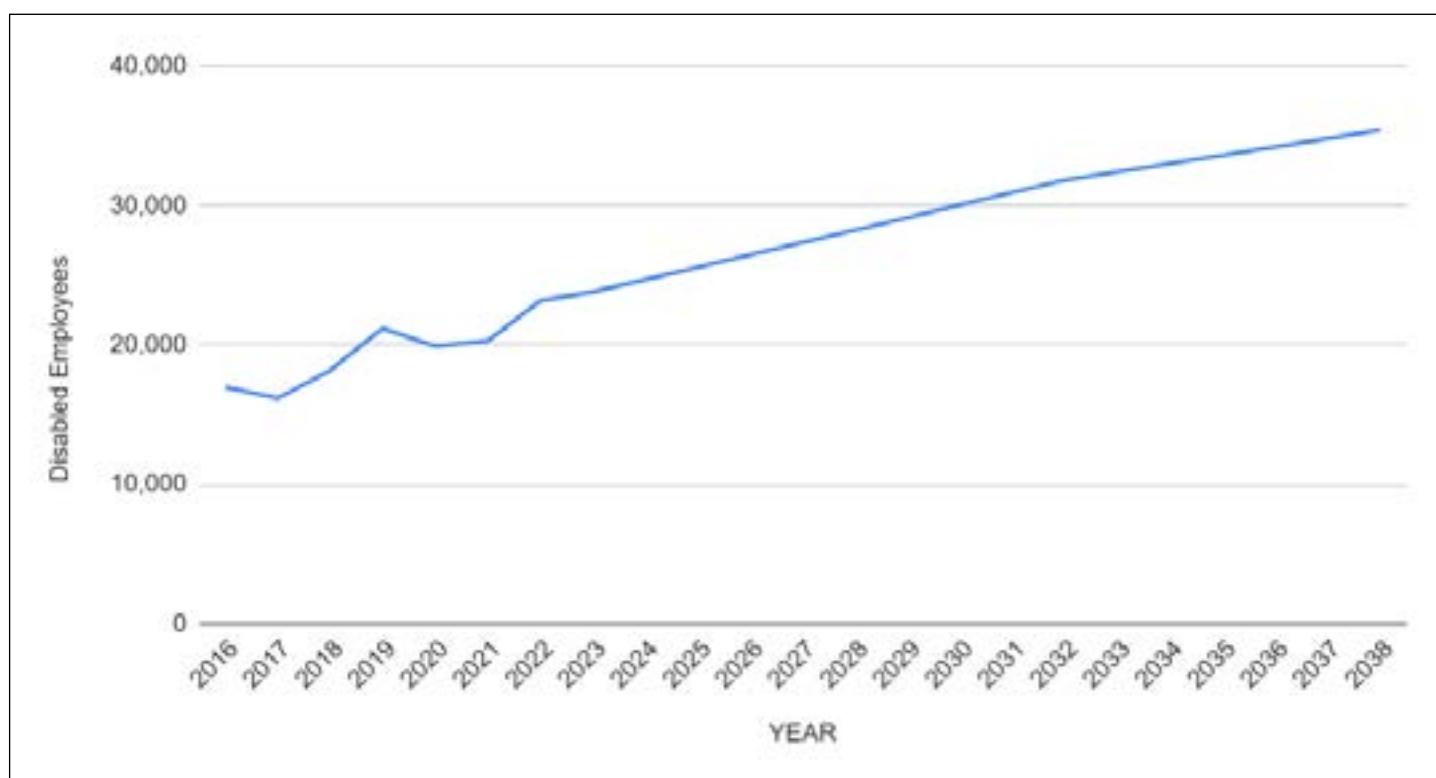
Therefore, the ambition for Dumfries and Galloway's Disability Employment Gap by 2038 should be 20.2%.

We cannot predict the overall employment rate for the region over the next 15 years, and whilst an improvement from 2022 would make achieving the DEG easier, for the purposes of establishing the real terms change, we could assume the figure of 79.7% as a baseline also.

In order to deliver a DEG of 20.2%, this means achieving a disability employment rate of 59.5% by 2038 (i.e., the difference between the non-disabled employment rate of 79.7% and the disabled employment rate of 59.5% is 20.2%).

In real terms, this means an additional 12,202 disabled people entering employment in the region - an average of 813 people annually until 2038.

See Appendix 1 for a detailed forecast of the DEG reduction.



This is a significant challenge and, like the Scottish Government's ambition nationally, requires a range of interventions across the region and involves many local stakeholders.

Given the success of the national strategy, it is recommended Dumfries and Galloway focus their priorities against the national priorities (Recruitment/Retention, Employability and Youth Transitions), resolving factors limiting the employment of disabled people across the region.

FACTORS INFLUENCING DUMFRIES AND GALLOWAYS' DEG

Disabled Young People and Transitions in Dumfries and Galloway

Across Dumfries and Galloway's 16 secondary schools, in 2022 393 pupils were declared or assessed as having a disability. Bearing in mind that disabilities are often multiple, the Scottish Pupil Census also notes that 119 of these pupils have a learning disability, 309 are autistic, 123 have a visual disability, 49 have a hearing impairment, 115 have a physical disability and 124 have a mental health condition.

This is the 8th highest number of disabled secondary school pupils in Scotland - representing 4.6% of all secondary school pupils (see Appendix 2) - and whilst the census does not give detail on 'age and stage', it is reasonable to assume that approximately 50 young disabled people will be leaving school each year for the next 6 years across the region.

Support for transition from school across the region performs marginally higher than the national average, but worse than comparable areas such as Midlothian, Moray, Scottish Borders, Argyll and Bute and Aberdeenshire.

95.87% of all leavers from secondary schools in Dumfries and Galloway had a positive destination in 2022 - ranking 16th of all local authority areas. 436 pupils across the region (26.5% of all leavers) entered employment after school - ranking 13th of all local authority areas.

Whilst leaver destinations by local authority and disability are not reported by Scottish Government, the national averages for a disabled young person achieving a positive destination after school is 90.85% with moving directly into employment at 14.26% (incorporating pupils with learning disability, autism, sensory disability, physical disability or mental health issue).

Skills Development Scotland do not publish equality statistics on their Careers Information Advice and Guidance (CIAG) programme which operates in schools nationally. In 2021/22, they delivered 6,414 engagements for 4,271 school pupils across the region through a mix of group and one-to-one sessions. It is assumed that disabled pupils participated in this activity, although there are no specific CIAG interventions in Dumfries and Galloway for disabled school pupils preparing to leave school.

Dumfries and Galloways' Developing the Young Workforce team is currently delivered by 3.5 FTE staff based within the Chamber of Commerce, and 15 DYW School Coordinators, who also have teaching responsibilities, without specific focus on disabled school leavers.

Whilst the team have not excluded young disabled people - supporting many to access support at the The Usual Place, Better Lives Partnership or Project Search - their focus is on employer engagement and therefore limits dedicated focus on any particular cohort of learners, including those with disabilities.

In 2022, the Scottish Government commissioned ENABLE Scotland to evaluate transitions from education¹⁰. It was established that successful transitions for young disabled people are improved when transition is planned earlier in the senior phase, specialist staff support that transition and parents are engaged in the process. The DYW team not funded to deliver that level of support.

In 2021/22, Dumfries and Galloway had the **second lowest proportion of disabled Modern Apprenticeship starts nationally** as well as having had the **second lowest proportion of disabled participants in the Employability Fund nationally**¹¹. Significantly lower than comparable areas, such as Aberdeenshire and Argyll and Bute.

⁷ Pupils Census Supplementary Statistics 2022.

⁸ Summary Statistics for Attainment 2022

⁹ SDS Dumfries and Galloway 2022 data

¹⁰ Supporting the Transitions of Young People with ASN

¹¹ SDS Equality Summary - Dumfries and Galloway 2022

Context

14.8%

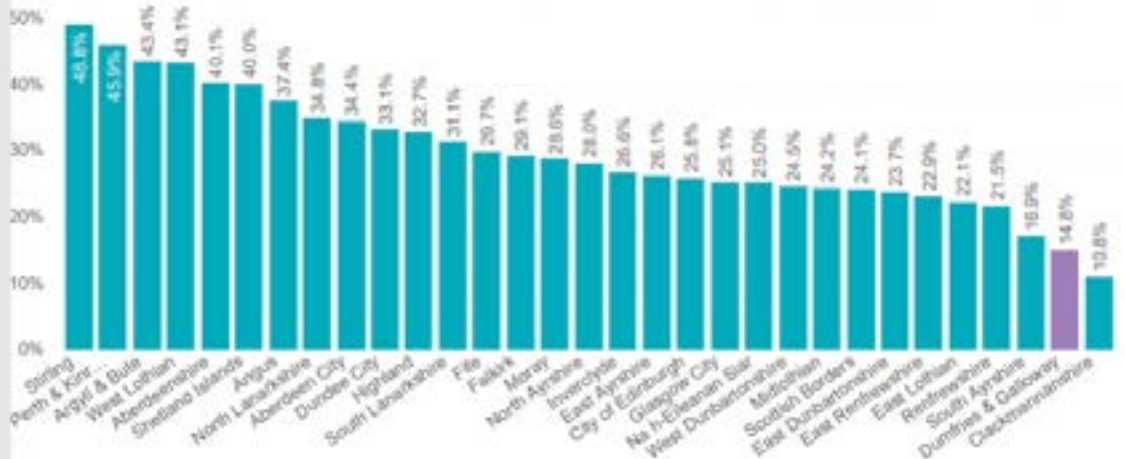
of EF starts in Dumfries & Galloway in 2021/22 self-identified as disabled.

29.2%

of EF starts in Scotland in 2021/22 self-identified as disabled.

Employability Fund (EF) Starts by Disability in Dumfries & Galloway

In 2021/22, 14.8% of EF starts who reside in Dumfries & Galloway self-identified as having an impairment, health condition or learning difficulty (I/HC/LD), compared to 29.2% of all EF starts.



Context

8.7%

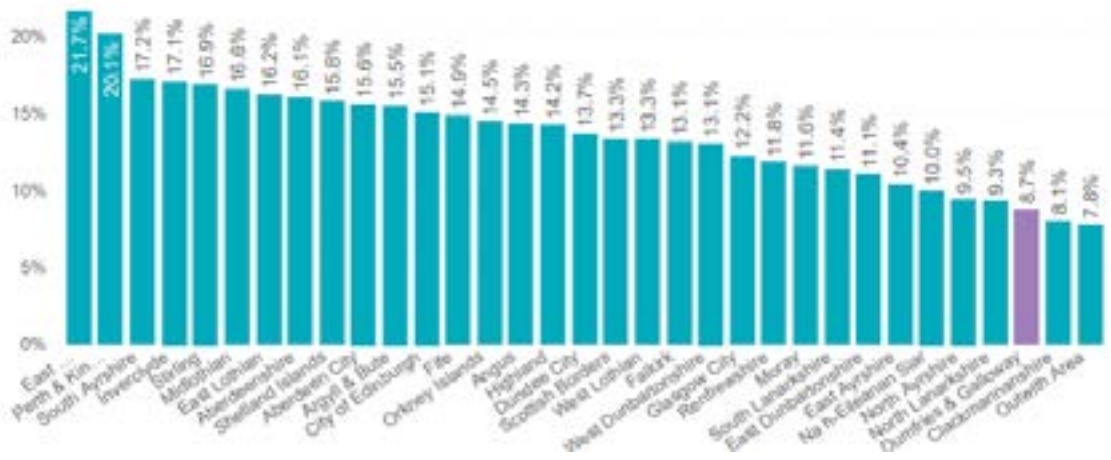
of MA starts in Dumfries & Galloway in 2021/22 self-identified as disabled.

13.3%

of MA starts in Scotland in 2021/22 self-identified as disabled.

Modern Apprenticeship Starts by Disability in Dumfries & Galloway

In 2021/22, 8.7% of MA starts who reside in Dumfries & Galloway self-identified as having an impairment, health condition or learning difficulty (I/HC/LD), compared to 13.3% of all MA starts.



In 2022, The Usual Place organised the second **Youth Matters conference**¹² - bringing the voices of young people with disabilities to the forefront of discussions about how to best support them. The conference was developed in partnership with South of Scotland Enterprise, DG Voice, TSI Dumfries and Galloway, PAMIS and NHS Dumfries and Galloway - funded by the Holywood Trust, The People's Project, Inspiring Scotland, Dumfries & Galloway Council and Dumfries & Galloway! What's Going On.

More than 110 disabled young people from across the region attended The Bridge and discussed accessibility and inclusion for young people with disabilities.

The key messages from the conference were the young people emphasised the need to have personalised support in order for them to better participate in their own communities, ensuring their human rights.

¹² Youth Matters conference report

Outcomes relevant to the DEG included:

- **The need for greater promotion of the potential of disabled young people across the community.**
- **Greater awareness and promotion of opportunities for employability and skills development after school.**
- **Specialist support for young people who are disabled and have mental health issues.**

In conclusion, Dumfries and Galloways' support for successful transition from school for young disabled people are exceptionally limited - and is a significant factor influencing the DEG.

Dumfries and Galloway has a significant number of disabled young people in secondary school, yet no specialist provision to support them to make a successful transition.

Apprenticeship opportunities appear to be not as adequately accessible to disabled young people in Dumfries and Galloway than other parts of Scotland.

Young disabled people express frustration about their need for greater support and empowerment and want to be able to participate as part of the labour market - yet structural barriers prevent them from doing so.

SUPPORT FOR DISABLED PEOPLE TO ENTER EMPLOYMENT IN DUMFRIES AND GALLOWAY

Within the region's economically inactive population, it is estimated that 34.5% (8,800 people) are categorised as sick and would require support interventions to restore them to the labour market.

To make an assumption around the support needs of these individuals, the number of ESA Claimants in Dumfries and Galloway reveal that the largest proportion of recipients (44%, 2,220 people) are neurodiverse (i.e., have a learning disability, autism or other neurological condition) or have a mental health condition. 40% of ESA recipients in the region have a long-term condition (2,008 people), 15% have a physical disability/musculo-skeletal condition and 1% have a sensory disability or diseases of the eye and ear .

In order to support these individuals into employment, a range of specialist interventions are required to be coordinated and delivered across Dumfries and Galloway.

However, the provision of employability services for disabled people across the region is limited to 9 organisations, the majority of whom offer 'centre-based' support and few of whom are resourced to or skilled at delivering Stage 1 or Stage 5 interventions. **As a result, the numbers of disabled adults both entering Dumfries and Galloways' employability pipeline and leaving it with a job are significantly impacted.**

During the financial year 22/23, 395 people were registered on Dumfries and Galloway's LEP CRM system (Hanlon), 62 of whom declared a disability (15.7%).

Over a four-year period between 2019 - 2023, 634 people were registered on Fair Start Scotland in Dumfries and Galloway - using the 14% average proportion of disabled people for the programme (as area specific details are not available), then approximately 89 disabled people engaged with this programme locally in the four years, averaging 22 people per year. This has been confirmed through conversations with FedCap, who report they have significant demand for the programme from unemployed non-disabled people.

13 NOMIS, March 2023

14 ESA Claimant data, July 2023, internal

15 Hanlon data, internal

16 Devolved Employment publication tables, July 2023

Given the significant numbers of disabled people in Dumfries and Galloway (according the 2011 Census, 32,934), these participation rates reinforce the assumption that **there are structural barriers in accessing the regions employability pathway for those with disabilities.**

Whilst disabled people locally are likely to be engaged in social and community activity, a review of the region's employment providers finds that there is little active outreach to engage disabled people into employability programmes.

Providers are either:

- Not adequately resourced or specifically commissioned to deliver Stage 1 activity
- Without the skills to ensure inclusive outreach
- With an existing group of disabled beneficiaries who rarely transition
- With a self-directed payment business model for whom disabled people transitioning presents a reduction in income
- A high-profile provider able to attract beneficiaries without the need to deliver outreach

As part of a TSI approach to widening access, a number of providers were trained in autism and mental health awareness, which many responded positively to. However, whilst this is expected to improve support for the small number of disabled participants who find themselves in 'mainstream' provision, it is unlikely to make programmes significantly more accessible to disabled people.

Whilst there are a great number of employability providers across the region that deliver Stage 2 (removing barriers to employment) and Stage 3 (undertaking work experience and skills development), **there are very few that support people to progress into employment (Stage 4) and help them retain work (Stage 5).**

Providers who are not, are either:

- Not adequately resourced or specifically commissioned to deliver Stage 4 and Stage 5 activity
- Without the skills to support someone to gain/retain paid work
- With an existing group of disabled beneficiaries who rarely transition
- With a self-directed payment business model for whom disabled people transitioning presents a reduction in income
- Delivering support to a wider group of beneficiaries, with significant demand

Change Mental Health, and Fedcap all deliver Stages 2 - 5 across the region, but do not need to deliver Stage 1 as they have statutory referral routes and high demand for services. Independent Living Support (ILS) deliver stages 1, 2 and 3 with referral routes from a blend of statutory and non-statutory organisations. ILS provide outreach work over D&G with an emphasis on one-to-one work to build confidence and self-esteem.

In the case of Fedcap, very few referrals are disabled as they are able to meet their contractual volumes through demand from non-disabled unemployed people and, as a result, have a workforce delivering across the region remotely or as part of a wider role incorporating Ayrshire. This is a significant barrier to disabled people entering Fair Start Scotland and is reflected in the programme's low participation rates (estimated at 89 disabled people in 4 years).

The Usual Place and Project Search both offer Stage 2 - 4 support - without a need for Stage 1 given their high profile, location and relative success locally. However, both models of support are predicated on a long-term work experience placement with support for transition at the end of the time-limited programme. This is a successful model of skills development but, given high demands on resource, support for gaining and retaining paid work after the placement is limited in both models and both would seek to develop this offer.

No organisation (save Fedcap, funded nationally) operating in Dumfries and Galloway is targeted contractually to deliver a set volume of employment outcomes for disabled people.

Project Search operates as part of Dumfries and Galloway Councils' employability team - within a team of

7.5 Key Workers. As part of this model, only the employee allocated to Project Search is specifically focussed on supporting disabled people, but we can expect some disabled people to also be engaged with other Key Workers depending on their disability. In the last 18 months (April 2022-September 2023), 93 disabled people have engaged with the council's team of Key Workers - with 13 achieving permanent paid employment (14%)

Details on outcomes for the other Council-funded service were not available. Anecdotally, using estimates provided in interviews, the numbers of disabled people supported into employment annually from these external providers are between 20 - 50.

In recent years, NHS Dumfries and Galloway's activity related to supporting people into employment has reduced significantly. There is no current Individual Placement and Support service operating as part of the Community Mental Health team in the region - with referrals made to Change Mental Health, who deliver an alternate model.

This model (IPS) is recognised by the Scottish Government¹⁷, as well as internationally, as a high-quality standard of employability support for people with severe and enduring mental health conditions.

Alongside Supported Employment¹⁸, the IPS model - both of which are predicated on focussing resource on 'in work support' and long-term retention of paid work - are recognised as the 'gold standard' for supporting disabled people into work. Neither are delivered in Dumfries and Galloway.

The South of Scotland ASN Learning Network was established by Inspired Community Enterprise Trust (ICET) who operate The Usual Place in Dumfries, and Borders Additional Needs Group (BANG), funded by the South of Scotland Enterprise (SOSE) and facilitated by Inspiring Scotland.

The Network was established in October 2021 with a programme of work to October 2023, meeting every 2 months. Members consisted largely of disabled and autistic people, parents of disabled and autistic young people and over 40 representatives from local voluntary sector organisations and national charities, education, DWP, social care, health and enterprise locally.

The Network aims are to share best practice, lived experience and influence strategy in transition and employability policy for young people and adults living in Dumfries and Galloway and the Scottish Borders.

Key findings of the ASN Learning Network were the identification of specific barriers regionally and proposals for removing them, in order to facilitate more disabled people into employment.

The network concluded that barriers to successful employability support for autistic and learning-disabled people locally were:

- **lack of transitional support from school**
- **lack of employability support for young adults without access to self-directed support**
- **lack of local coordination of the employability infrastructure**
- **lack of employer awareness**

Members of the network with ASN and learning disabilities, described key principles for a successful regional approach to tackling these barriers as:

- **co-production**
- **support to build confidence and ambition**
- **removal of barriers to travel**
- **multiple pathways for progression through the 'employability pipeline'**
- **provision of support at transition into and across the pipeline**
- **meaningful and sustainable positive destinations**

¹⁷ Scottish Government IPS Review

¹⁸ Scottish Government Supported Employment review

¹⁹ South of Scotland ASN network report

In conclusion, Dumfries and Galloways' employment support for disabled people are limited - and are a significant factor in the DEG.

Providers are not adequately resourced or focused on engaging disabled people into their programmes and there is no central coordination of this activity.

Whilst there are a number of employability programmes disabled people can access, they are poorly promoted and centre-based, limiting access to people in rural areas.

There is a lack of both Supported Employment and IPS provision across the region - the 'gold standard' for supporting disabled people into employment.

Providers supporting disabled people are limited by resource, capacity or operating model, with less than 100 progressing into paid employment and retaining work annually. No providers are contractually targeted, with or without conditionality, to deliver paid employment outcomes.

There is no consistent or standardised reporting and monitoring of this data centrally across the region.

SUPPORT FOR DUMFRIES AND GALLOWAY'S EMPLOYERS TO RECRUIT AND RETAIN DISABLED PEOPLE

63% of Dumfries and Galloway's 54,000 jobs are full-time, with the largest industries being health and social work (18.5%), wholesale/retail trade (16.7%) and manufacturing (11.1%).

The majority of the regions' 6,295 businesses do not employ many people. 88.3% are micro-businesses (employing less than 10 people) and 10.5% are small (employing between 10 and 49 people). Only 15 businesses in the region employ more than 250 individuals .

Across the region, the most significant employer initiatives with relation to the DEG are the DWP Disability Confident Scheme and Dumfries and Galloways' Employment Recruitment Incentive scheme.

The DWP Disability Confident Scheme is a nationally recognised award for businesses willing to recruit and retain an inclusive workforce.

There are 53 organisations registered as providers of Disability Confident across the UK - none of whom are currently operating in Dumfries and Galloway. The list is biased towards the rest of the UK (given devolution of employment services and the reduction of the DWP participation in Scottish employability networks) but there are several which operate across Scotland.

Across the region, only 35 employers (>1% of all businesses) are registered as Disability Confident. 5 of whom are public sector, 8 voluntary sector and 23 private businesses. Only one (The Usual Place) has achieved the highest level of accreditation (Leader). See Appendix 3 for a full breakdown of all employers registered.

Dumfries and Galloway Council also operate an employer-focussed initiative, DGERI, aimed at incentivising the recruitment of No One Left Behind candidates and introducing Fair Work principles to business (i.e., paying the living wage) through the payment of a workplace subsidy for 52 weeks.

Whilst the DGERI is not specifically aimed at disabled people, they are a key beneficiary and in 2023 to date, 3 disabled individuals have secured a paid role with the support of DGERI and Key Workers in the Council programme.

A 2022 consultation by Sleeping Giants , in relation to the Young Persons Guarantee, engaged 51 employers from across Dumfries and Galloway.

Whilst the report found most employers were receptive to employment initiatives, **35% had not engaged with any local employer incentives and 74% had no engagement with any employability provision.** The most popular schemes with those that had were DWP Kickstart and Community Jobs Scotland, both of which have now ended, as well as the DGERI.

When asked about recruitment of young people with diverse backgrounds (which included young people who speak other languages or are LGBTQIA+, as well as disabled), **only 35% of employers were willing to employ a person with additional support needs**, with 9% saying no and 42% non-committal. From the responses, there is a clear misconception around workplace adjustments and the support required to employ a disabled person amongst this sample of local employers.

Amongst other findings were that employers felt there was not enough support from employability organisations - which reiterates the need for Stage 5 support regionally.

Another key national incentive upon entering employment is the Scottish Government Job Start Payment. This is a payment to help young people in Scotland with the costs associated with the transition into employment, after a period of time out of paid work.

It is not specifically targeted at disabled young people - with a criteria for eligibility for people aged 16 or over and under 25 (or under 26 if you are a care leaver) who have received a job offer for a job which will average 12 hours or more a week over a four-week period. However, it has been adopted extensively by employability organisations across Scotland to provide additional support to disabled people entering employment.

Since its inception, new employees in Dumfries and Galloway have only accessed 325 Job Start Payments - below the national average of 415 - and of which, only 45% were approved as eligible (slightly higher than the national average of 41%).

Another similar scheme, specifically focused on workplace modifications and adaptations for disabled people is DWP Access to Work. Whilst the data is not available for Access to Work grants in specific local authorities, in 2021/22 only 2440 employees in Scotland accessed this grant - below the UK average without adjusting for population weightings.

Improving take up of Access to Work is a key action as part of the Scottish Government's Fairer Scotland for Disabled People Action Plan and central to the DWP Disability Confident scheme. **Given the lack of Disability Confident employers locally, it is likely that Access to Work applications across the region are also limited.**

Public sector bodies in Scotland are obliged to comply with a 'Mainstreaming Equality duty'. This requires listed authorities to publish a report on the progress it has made in integrating the general equality duty into the exercise of its functions, so as to better perform that duty. These reports should be published at intervals of not more than two years and include an annual breakdown of equalities information for its employees.

In addition, it is an ambition of Scottish Government that more public bodies will show leadership and follow their success in actively addressing the diversity of their workforce - in order to better represent the population, they serve.

Across Dumfries and Galloway, the largest public sector bodies are:

- Dumfries and Galloway Council
- South of Scotland Enterprise
- NHS Dumfries
- Dumfries College
- Scotland's Rural College (SRUC)
- Scottish Forestry

22 A Consultation on Employability Services, Employers' Experiences and Young People's Goals in Dumfries and Galloway

23 Scottish Government Job Start Scotland statistics

24 DWP Access to Work statistics

These organisations collectively employ disabled 333 people across their workforce of 13,321 (2.5% of all employees).

Dumfries and Galloway Council, with 2.55% of its workforce declaring a disability, ranks 15th of all Scottish local authorities - performing marginally higher than the national average of 2.49% but significantly lower than Stirling, South Ayrshire and East Lothian, all comparable areas.

Public Sector Body	Employees	Disabled (%)	Undeclared/unknown (%)	Year
Dumfries College	283	12	2	2023
Scotland's Rural College*	1345	7.8	8.3	2023
Scottish Forestry*	185	7	7	2023
South of Scotland Enterprise*	140	3.5	21.7	2023
Dumfries and Galloway Council	7380	2.55	7.63	2023
NHS Dumfries	3988	1.8	72	2022
Dumfries and Galloway - Census	151324	21.76	n/a	2011

*Not all staff based in Dumfries and Galloway

These figures are limited by those who either choose not to disclose a disability or choose not to respond to the question. As a result, this figure can be considered indicative of efficiency of practice in relation to the culture of diversity and mainstreaming of equality within the public body.

Compared to all Scotland's local authorities²⁵, with an average of 39% of employees not disclosing or responding, most of Dumfries and Galloway's public bodies perform well. **The Council, in particular, ranks 3rd highest in terms of people's willingness to disclose, which is a particular success.** See Appendix 4 for a full breakdown.

In comparison with the Scottish Census data (2011) however, there is still a significant gap between the 2.5% of disabled people employed in the public sector as representative of the 21.76% of disabled residents.

Locally, South of Scotland Enterprise have been taking specific action to encourage local diversity - playing an active role in Apt, the Scottish Government PSP for the disability employment gap; convening the South of Scotland ASN Network and supporting local employability organisations to find work placements for disabled beneficiaries.

However, they are not able to apply conditionality to their grants to local businesses specific to disability - restricted to ensuring businesses pay the Living Wage with no requirement of businesses to engage further in local Fair Work practices.

Similarly, Dumfries and Galloway Council have allocated a staff representative - alongside other public bodies and some NGOs in the region - to the Dumfries and Galloway Equality Group. Whilst not specifically focused on disability, the group aims to promote equality through local campaigns, contribute to local strategy and support the 2021-2025 mainstreaming and equality outcomes of the Council.

There is no specific agenda or work item for the Dumfries and Galloway Equality Group related to the employment of under-represented groups, disabled or otherwise.

In conclusion, businesses across Dumfries and Galloway report that they are disengaged from wider employability support and recruitment incentives.

Less than 1% of all employers in the region are Disability Confident, with little support for them to achieve this locally.

²⁵ Data collated from 32 Equalities and Mainstreaming reports

As a result, a high proportion are unlikely to positively engage with supporting a disabled person into employment.

Whilst there are coordinated financial incentives for businesses to recruit people and ensure retention in work locally, these are not specifically targeted at disabled people - and employability organisations supporting disabled people rarely utilise them.

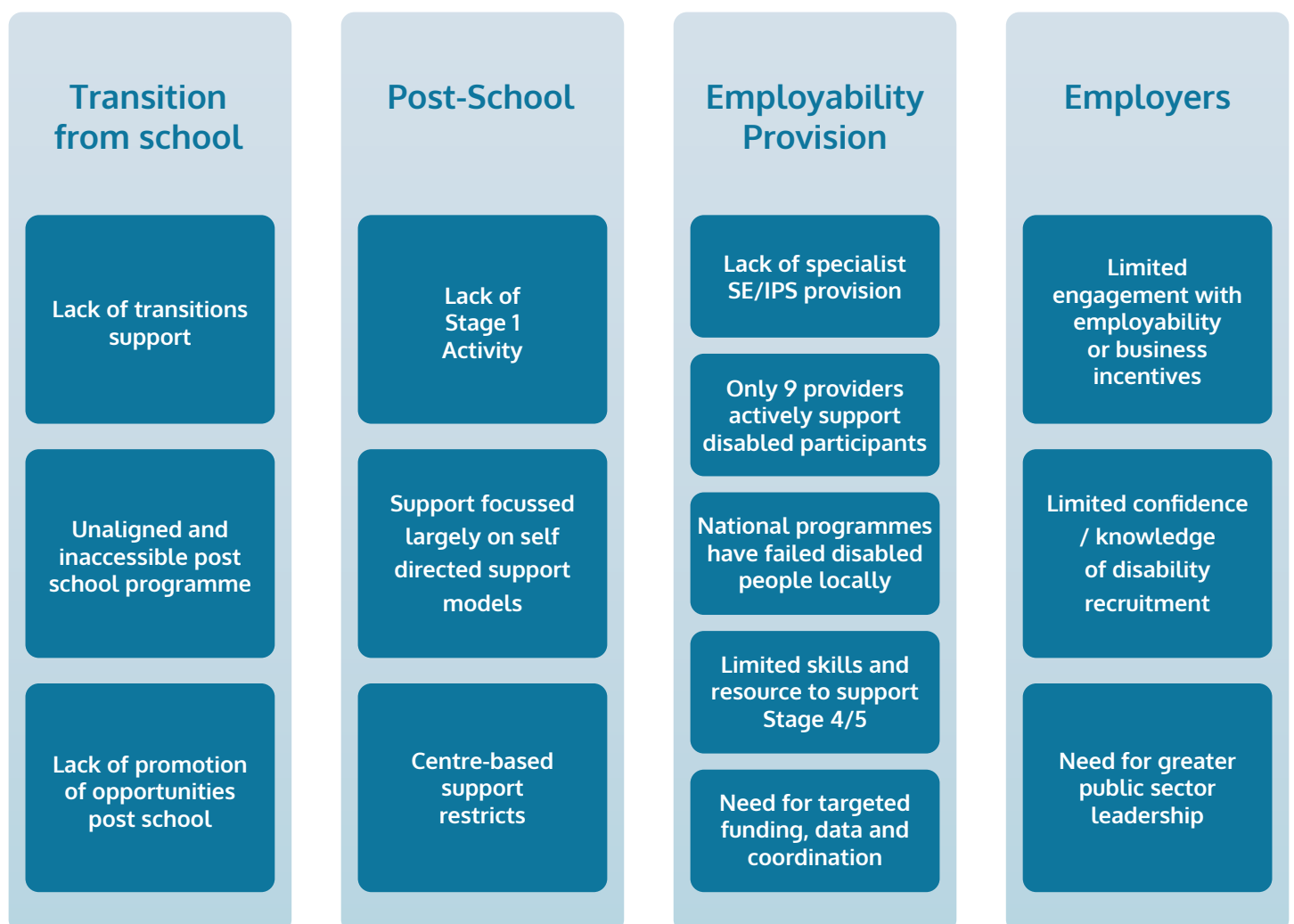
The public sector in Dumfries and Galloway are performing comparatively well in their equality and mainstreaming duties, but there is little coordination or focus on improving this position or sharing best practice across the wider community.

SUMMARY OF FACTORS INFLUENCING DUMFRIES AND GALLOWAYS' DEG

In summation, Dumfries and Galloways' significant Disability Employment Gap is as a result of a number of factors.

As well as demographic factors, other contributory elements include the poor transitional support for disabled school leavers, lack of coordinated specialist employability provision and poor engagement with employers across the region.

In line with the Scottish Government's successful strategic actions, recommendations for action across Dumfries and Galloway will be focused on (1) transitions, (2) employment support and (3) employers.



AMBITION

It is recommended that Dumfries and Galloways' ambition should be to halve its Disability Employment Gap to 20.2%, by 2038 - in line with the Scottish Government.

This means achieving a disability employment rate of 59.5% by 2038, assuming the non-disabled employment rate remains static at 79.7%.

In real terms, this means an additional 12,202 disabled people entering employment in the region - an average of 813 people annually until 2038.

This volume of people cannot be supported by employability provision alone - that would entail a significant workforce of over 80 employment coordinators working to achieve rates which are unrealistic in comparison with international standards of success.

In order to achieve this ambition, it requires a long-term strategy that:

1

Improves transitions support for disabled school leavers

2

Establishes specialist employment support across the region

3

Improves coordination and management of the existing employability provision

4

Fosters greater alignment and inclusivity across local businesses

5

Enables Dumfries and Galloways' public sector employers to lead by example

STRATEGIC OBJECTIVES AND RECOMMENDATIONS

OBJECTIVE 1 -

Improving transitions support for disabled school leavers

RECOMMENDATION 1.1 - Commission specialist support to work with disabled young people in the senior phase of secondary school

There is a lack of specialist support for young disabled people in secondary school to support a successful transition into employment. As evidenced, this support should come as early in advance of transition from school as possible, involve specialist staff and involve families.

Support should enable young people in the senior phase of school to take part in structured activity across S4, S5 and S6 that improves their ambition, confidence and skills for employment. This model has been demonstrated successfully across Scotland by ENABLE Works since 2009, with recognised success .

Support should be delivered in partnership with secondary schools and entail group work, individual support, facilitate work experience as well as support individuals directly into paid employment.

It is recommended that specialist support is commissioned to deliver a programme across ~150 disabled young people in the region each year for a minimum of 3 years (to measure the success of a full cohort).

RECOMMENDATION 1.2 - Improve the capacity of Modern Apprenticeship provision locally to support disabled young people

As of Q1 2023, Dumfries and Galloway had 918 people enrolled in a Modern Apprenticeship, of whom it is estimated, based on 21/22 starts, that 8.7% (79 people) were disabled²⁷.

Improving this figure to the levels of participation achieved by Perth and Kinross²⁸, a comparable region, of 20% would have a significant impact on the DEG locally - improving the number of disabled MAs to 184 people.

It is recommended that partners engage with SDS in a dialogue to better understand the reasons for poorer participation rates amongst MA provision locally.

In addition, it is recommended that MA providers across the region are engaged in a programme of support to enable them to access specialist disability training, adapt their practice and secure enhanced SDS equalities funding.

RECOMMENDATION 1.3 - Deliver an operational working group focused on implementing the Principles of Good Transitions

Whilst there are existing pathways management processes delivered by Dumfries and Galloway, there is limited capacity within schools for education staff to follow current guidance relating to earlier transitions planning.

Whilst CIAG and DYW are Scottish Government resources funded to support individual pupils to plan their transition in S6 and engage recruiting employers with school leavers, they are not focused specifically on one cohort of young people.

²⁷ SDS Equality Summary - Dumfries and Galloway 2022

²⁸ SDS Participation Statistics 2022

An operational group should be established, chaired by the Economic Development team, and consisting of Education, Developing the Young Workforce, SDS Careers Information and Guidance and the specialist support provider commissioned as part of Recommendation 1.1. In particular, this specialist support may contribute to the gap in capacity within education.

Given the manageable numbers of disabled young people in the senior phase across Dumfries and Galloway, this operational group should convene regularly to agree a structured and collaborative programme of interventions that meet the Principles of Good Transition²⁹.

Targets should be established and reported on annually for plans completed by age as well, parental involvement as well as transitions into employment, further education and training annually.

Those young people who do not make a positive transition will further benefit through planned referral into local employability provision or enhanced support for their family to access self-directed support.

OBJECTIVE 2 -

Commission further specialist employment support across the region

RECOMMENDATION 2.1 - Commission a long-term Supported Employment programme to operate across Dumfries and Galloway

As part of 'Disability and Parental Employability in Dumfries and Galloway: A short-term investment plan', a Supported Employment programme was proposed to be established in 3 areas of Dumfries and Galloway for 18 months and starting in 2023/24.

This programme was intended to support 120 individuals during this period, approximately 90 annually supported by 3 staff. Given the scale of the ambition to halve Dumfries and Galloway's DEG, it is clear that this programme should be significantly scaled up.

It is recommended that, following an evaluation of the success of the Supported Employment programme - to ensure that staff are professionally accredited and that the programme has met its ambitions - that the programme is expanded to support a further 210 disabled people across the region each year for a minimum of 3 years.

It is envisaged that, in line with best practice for Supported Employment, staff retain an annual cohort of ~30 individuals, meaning a team of 10 employment coordinators working peripatetically across Dumfries and Galloway.

As set out in the previous paper, there are a number of existing providers locally who have the ambition and capacity to adapt their model to deliver this support. In addition, there are several providers across Scotland capable of doing so - and a service of this scale and longitude would encourage significant interest for external investment.

This recommendation would align with the Scottish Government's ambitions³⁰ to expand Supported Employment nationally, post Fair Start Scotland, professionalising the workforce and delivering a more consistent offer across the country.

RECOMMENDATION 2.2 - Commission IPS support across the region, in partnership with NHS Dumfries and Galloway

Furthermore, it is recommended that a fidelity Individual Placement and Support service is commissioned across the region.

As IPS services require to be co-located within a Community Mental Health team, it is recommended that Dumfries and Galloway Council seek a collaborative agreement with NHS Dumfries and Galloway to deliver this programme - although the programme should be managed by the Economic Development team (to maintain a focus on employability).

Given the scale of the DEG, a service that supports 60 people annually across the region for a minimum of 3 years would be appropriate.

Whilst the programme should be co-located within the CMHT, it should be peripatetic in operation and available to people in rural areas - working directly with people it has supported into paid employment.

Staff should be professionally accredited, and the service should seek to maintain quality by undertaking an external fidelity review in the first year of operation and then regularly after.

This aligns with the Scottish Government's ambitions³¹ to expand IPS provision across Scotland to better support people with severe and enduring mental health conditions to retain employment.

³⁰ Scottish Government Supported Employment review

³¹ Scottish Government IPS Review

OBJECTIVE 3 -

Improved coordination and management of the existing employability provision

RECOMMENDATION 3.1 - Continued investment in Stage 1 activity

As part of 'Disability and Parental Employability in Dumfries and Galloway: A short-term investment plan', a Stage 1 programme was proposed to be established across the west and east of Dumfries and Galloway for 12 months and starting in 2023/24.

This programme was intended to actively engage 120 disabled individuals who are disengaged from the employability pipeline and support them to make a transition into Stage 2 or Stage 3 provision locally.

Given the inaccessibility of Dumfries and Galloways' employment provision, as well as to complement the proposed specialist provision, it is recommended that this Stage 1 activity is maintained after the 12 month period, for a further 3 years.

It is recommended that the Stage 1 interventions commissioned in 23/24 are evaluated for success in engaging disabled people and transitioning them into employability pathways, and a decision taken on the suitability of further models to be commissioned.

Maintaining this level of Stage 1 activity ensures a minimum of 120 disabled people are supported to engage with employability provision annually across the region that would otherwise be isolated.

RECOMMENDATION 3.2 - Improved communication of local disability support

As emphasised by the South of Scotland ASN Network, there is a lack of visibility for the existing employability provision for disabled people.

The LEP website is out of date and only a limited number of providers have registered as part of Dumfries and Galloway's Skills Training Network online presence.

It is recommended that a communications plan is established for 12 months during the inception of the new specialist support services. This should utilise social media, online and local advertising to promote opportunities for employability to disabled people across the region.

It should be led by DG Voice, best placed to deliver accessible communications to disabled networks across the region. It should incorporate all of the regions' employability provision for disabled people, enabling opportunities and choice.

This should also be distributed across schools and college networks, using DYW and CIAG staff.

Ideally, referrals into local employability services will be recorded to monitor the success of the campaign - and make adjustments for its ongoing improvement and continuation.

RECOMMENDATION 3.3 - Improve capacity of existing 'mainstream' provision to engage disabled people and adapt practice

Given the scale of the DEG, it is critical to ensure that all employability provision across the region is inclusive and accessible.

Whilst TSI efforts to improve diversity have been effective in upskilling staff ability within local providers, there should be greater focus on ensuring providers are able to modify their operations and support methods in order to ensure accessibility.

Many providers were extremely positive about supporting people with additional support needs, and had done so as part of their existing model. It is expected that some disabled people will access these 'mainstream'

providers naturally as they do not consider themselves disabled or their disability does not present a significant barrier to their inclusion.

It is recommended that all council-funded employability services are required to undertake an Equality Impact Assessment as part of the conditionality of their funding - engaging with DG Voice in order to do so. Once completed, they should present action plans to detail how they will mitigate any barriers to inclusion within their provision - which should be reviewed regularly as part of the ongoing management of their service by the Council.

RECOMMENDATION 3.4 - Introduce a Consortium Model to improve coordination and management of employability provision

As a result of significant change in Scottish employability and skills policy as well as internal team changes, Dumfries and Galloway's Hanlon system is not used consistently across the region by employability providers.

As a result, there is no consistent monitoring and reporting of participant characteristics, milestones, outcomes and progression - although there is a local strategy to improve this.

In order to ensure the success of this strategy, there must be a consistent tracking of disabled people across the employability pathway, starting with school and encompassing Stage 1 referrals of adults through to Stage 5 employed people requiring support to retain their employment.

There is a need for improved conditionality across all Council funded services to ensure that providers meet expected levels of performance, quality and administrative compliance (including use of Hanlon).

In this way, a management approach can ensure resources are used appropriately in order to deliver on the DEG strategy. Whilst not all local employability provision is funded by Dumfries and Galloway Council, and conditionality cannot be enforced, efforts should be made to coordinate reporting on a voluntary basis - so as to ensure all disability employability activity can be recorded.

It is recommended that Dumfries and Galloway consider a shift towards a consortium model for all external employability provision.

This model, demonstrated successfully by City of Edinburgh Council, establishes a consortium of employability providers with a lead provider. It was intended to consolidate resources to create a stronger focus on employability, meet clear recommendations from a review of existing Disability Employment Support Services in Edinburgh and a commitment to the 5 stage Supported Employment model. It led to co-production of a successful city-wide service as well as greater cooperation and partnership across employability providers in the region.

Through the consortium lead (ENABLE Scotland), specific management resources were devoted to improving performance, delivering compliance and working strategically with stakeholders across the region to deliver a broad disability strategy.

A structured payment model (80% overheads paid quarterly, 20% job outcomes paid on achievement) ensured existing local providers in the consortium were able to sustain operations comfortably, invest in staff accreditation and quality management whilst being incentivised to deliver performance targets annually. Performance was delivered as a consortium, which enabled short-term issues with missing targets to be met by other providers in the consortium for a small financial gain - meaning no significant loss to the provider with performance issues but the assurance of maintaining their long-term position in the consortium.

Given the scale of coordination and management required across Dumfries and Galloway to deliver the DEG, it is recommended this model is considered by benchmarking with City of Edinburgh, Dundee City Council and Glasgow City Council.

OBJECTIVE 4 - Fosters greater alignment and inclusivity across local businesses

RECOMMENDATION 4.1 - Target recruitment incentives and improve provider capacity to utilise them

Dumfries and Galloway's ERI offer is strong - with a financial incentive to employ someone for a year and, in 2023, some success in using this ERI to support disabled people into employment.

It is recommended that a proportion of DGERI places are ring-fenced for disabled people and that an additional financial incentive is created for employability providers who support a disabled person into employment using one.

It is expected that improved assurance around securing a DGERI for a disabled young person will encourage greater Stage 4 and Stage 5 activity amongst providers, and a proportionate financial benefit (for example, £1000) to the provider will allow for increased capacity and encourage greater Stage 5 support in work.

In addition, it is recommended that training and support be offered across the region's employability providers to ensure they are aware of, and able to promote, Access to Work and Scotland's Job Start Payment.

RECOMMENDATION 4.2 -

Undertake an employer disability awareness campaign, led by South of Scotland Enterprise and Business Gateway

Dumfries and Galloway's employers report they are disengaged from employability support across the region, with very few registered as Disability Confident or willing to consider recruiting a disabled person.

Dumfries and Galloway is significantly advantaged by having South of Scotland Enterprise based in the region, and alongside DG Business Gateway, engage a network of thousands of businesses each year.

It is recommended that a partnership is established, led by DG Business Gateway and South of Scotland Enterprise, and including Dumfries Chamber of Commerce, DYW, DWP and employability providers.

The partnership should develop a promotional campaign and employers toolkits to encourage more to become Disability Confident, engage with local employability providers and increase uptake of incentives such as DGERI, Access to Work and the Job Start Payment.

RECOMMENDATION 4.3 -

Commission an organisation to actively engage, develop and drive disability confidence across the region's businesses

As established, there is limited capacity and experience amongst the existing disability employment providers to support local businesses who may be willing to take advantage of local recruitment incentives or have been influenced by a promotional campaign to recruit a disabled person.

As a result, additional resource is required in order to directly encourage and facilitate employers to engage with an employment provider and recruit a disabled person.

It is recommended that Dumfries and Galloway commission an organisation to deliver a 2-year programme that directly:

- Develops partnerships with key stakeholders, including DYW, SOSE and DG Business Gateway.
- Engages employers across the region and identifies those willing to recruit a disabled person
- Undertakes an Inclusion Audit of local employers to better understand staffing support needs
- Delivers a range of disability awareness training options to employers
- Encourages take-up of local recruitment incentives and supports employers to become Disability Confident
- Links employers with local employment provision and facilitates the recruitment of disabled people, including the ongoing monitoring of the employment

A similar approach to this has been commissioned in Glasgow and delivered by the Scottish Union of Supported Employment with considerable success³³.

³³ Making Transitions Work for All - Glasgow

³⁴ Data collated from 6 Equalities and Mainstreaming reports

OBJECTIVE 5 -

Enable Dumfries and Galloway's public sector employers to lead by example

RECOMMENDATION 5.1 -

Establish a working group to improve public sector recruitment of disabled people by 1% annually

13,321 people are employed across Dumfries and Galloway's public bodies, 2.5% of whom have a disability .

Whilst data on annual job advertisements is not available for these organisations, it is clear that they are significant employers across the region - and have a key role to play in reducing the DEG.

A shift of just 1% would support 133 disabled people into work across the region.

Given the relative success, in comparison to other public bodies, regionally - there is a level of commitment, expertise and culture of diversity that should be better utilised to the benefit of the regions' disabled people.

It is recommended that the Dumfries and Galloway Equality Group, and all public bodies represented within it, establish a sub-group composed of local HR/Recruitment officers and chaired by a representative from Economic Development.

An agenda should be set to improve the proportion of disabled applicants for advertised posts, the number who are successfully recruited and the overall regional average by 1% annually.

In order to facilitate this shift, it is expected that Economic Development would coordinate local employability provision to advertise posts, encourage applications from disabled people and support recruitment.

In an ideal system, the local employability provision should become a regular stakeholder supporting the recruitment processes of the public sector locally.

SUMMARY OF STRATEGIC OBJECTIVES AND RECOMMENDATIONS

In order to reduce Dumfries and Galloways' Disability Employment Gap, the following recommendations are proposed.

Objective 1 - Improving transitions support for disabled school leavers

- 1.1 - Commission specialist support to work with disabled young people in the senior phase of secondary school
- 1.2 - Improve the capacity of Modern Apprenticeship provision locally to support disabled young people
- 1.3 - Deliver an operational working group focused on implementing the Principles of Good Transitions

Objective 2 - Commission further specialist employment support across the region

- 2.1 - Commission a long-term Supported Employment programme to operate across Dumfries and Galloway
- 2.2 - Commission IPS support across the region, in partnership with NHS Dumfries and Galloway

Objective 3 - Improved coordination and management of the existing employability provision

- 3.1 - Continued investment in Stage 1 activity
- 3.2 - Improved communication of local disability support
- 3.3 - Improve capacity of existing 'mainstream' provision to engage disabled people and adapt practice
- 3.4 - Introduce a Consortium Model to improve coordination and management of employability provision.

Objective 4 - Fosters greater alignment and inclusivity across local businesses

- 4.1 - Target recruitment incentives and improve provider capacity to utilise them
- 4.2 - Undertake an employer disability awareness campaign, led by South of Scotland Enterprise and Business Gateway
- 4.3 - Commission an organisation to actively engage, develop and drive disability confidence across the region's businesses

Objective 5 - Enable Dumfries and Galloways' public sector employers to lead by example

- 5.1 - Establish a working group to improve public sector recruitment of disabled people by 1% annually

REDUCING DUMFRIES AND GALLOWAY'S DISABILITY EMPLOYMENT GAP

YEAR	Non-Disabled Employment Rate	Disabled Employment Rate	Disability Employment Gap	Disabled Employees	Net Increase
2016	81.9%	45.9%	36.0%	17,000	
2017	84.6%	42.7%	41.9%	16,200	
2018	79.3%	45.0%	34.3%	18,200	
2019	85.3%	44.7%	40.6%	21,200	
2020	76.4%	44.1%	32.3%	19,900	
2021	81.2%	39.1%	42.1%	20,300	
2022	79.7%	39.3%	40.4%	23,200	
2023	79.7%	40.0%	39.7%	23,800	600
2024	79.7%	41.5%	38.2%	24,693	893
2025	79.7%	43.0%	36.7%	25,585	893
2026	79.7%	44.5%	35.2%	26,478	893
2027	79.7%	46.0%	33.7%	27,370	893
2028	79.7%	47.5%	32.2%	28,263	893
2029	79.7%	49.0%	30.7%	29,155	893
2030	79.7%	50.5%	29.2%	30,048	893
2031	79.7%	52.0%	27.7%	30,940	893
2032	79.7%	53.5%	26.2%	31,833	893
2033	79.7%	54.5%	25.2%	32,428	595
2034	79.7%	55.5%	24.2%	33,023	595
2035	79.7%	56.5%	23.2%	33,618	595
2036	79.7%	57.5%	22.2%	34,213	595
2037	79.7%	58.5%	21.2%	34,808	595
2038	79.7%	59.5%	20.2%	35,403	595

REDUCING DUMFRIES AND GALLOWAY'S DISABILITY EMPLOYMENT GAP

Local Authority	Assessed or Declared Disabled
Glasgow City	1,093
City of Edinburgh	1,065
South Ayrshire	1,003
Fife	880
Highland	751
Dundee City	668
Argyll and Bute	409
Dumfries and Galloway	393
Moray	313
Aberdeenshire	281
Inverclyde	219
South Lanarkshire	213
Aberdeen City	204
Stirling	203
Angus	171
North Lanarkshire	157
Midlothian	140
East Lothian	124
East Dunbartonshire	115
North Ayrshire	103
Scottish Borders	96
Perth and Kinross	91
West Lothian	84
West Dunbartonshire	82
Falkirk	63
Renfrewshire	52
Clackmannanshire	48
East Ayrshire	46
East Renfrewshire	43
Shetland Islands	34
Orkney Islands	27
Na h-Eilean an Siar	n/d
Grant aided	n/d
Scotland	9,184

DISABILITY CONFIDENT EMPLOYERS IN DUMFRIES AND GALLOWAY

Business	Town	Postcode	Sector	DC Level (Committed/ Employer/ Leader)
Balcary Services Limited	Castle Douglas	DG7 1QZ	Hospitality, leisure and tourism	Committed
Better Lives Partnership	Castle Douglas	DG7 1AJ	Voluntary, charity and social enterprise	Employer
Building Futures Galloway Ltd.	Whithorn	DG8 8PY	Voluntary, charity and social enterprise	Committed
Cairndale Hotel Dumfries	Dumfries	DG1 2DF	Hospitality, leisure and tourism	Employer
Care Training and Consultancy CIC	Dumfries	DG1 4ZE	Education or teaching	Employer
Care Training Consortium	Dumfries	DG1 3SJ	Education or teaching	Committed
Community Reuse Shop	Stranraer	DG9 7JU	Voluntary, charity and social enterprise	Employer
Croma Vigilant Security	Dumfries	DG1 2SH	Security and safety	Committed
David Mundell MP	Moffat	DG10 9JW	Public sector	Committed
Dumfries & Galloway Council	Dumfries	DG1 4ZZ	Public sector	Employer
Dumfries and Galloway Advocacy Service	Dumfries	DG1 4TA	Voluntary, charity and social enterprise	Committed
Dumfries and Galloway Care Trust	Dumfries	DG1 2LA	Voluntary, charity and social enterprise	Committed
Dumfries and Galloway College	Dumfries	DG1 4FD	Education or teaching	Employer
Easy Read For You CIC	Dumfries	DG1 4SQ	Voluntary, charity and social enterprise	Committed
Electric Theatre Workshop	Dumfries	DG1 2HP	Hospitality, leisure and tourism	Committed
Equip4Work Ltd	Dumfries	DG1 3SJ	Retail or sales	Committed
First Steps Nursery	Dumfries	DG1 3NT	Care, childcare or social care	Committed
GalloGlas Group Limited	Dumfries	DG1 3PH	Security and safety	Committed
Include Us	Dumfries	DG1 1JA	Voluntary, charity and social enterprise	Committed
Maid My Day Cleaning Services	Lockerbie	DG11 1HD	Other	Committed
McMillan Hotels	Stranraer	DG9 8EH	Hospitality, leisure and tourism	Committed
NHS Dumfries & Galloway	Dumfries	DG1 4TG	Public sector	Employer
Queen of the South FC	Dumfries	DG2 9BA	Sports and recreation	Employer
Shoebridge Business Services Limited	Sanquhar	DG4 6PH	Financial services	Committed
Shoebridge Pet Care	Sanquhar	DG4 6PH	Other	Committed
South of Scotland Enterprise	Dumfries	DG1 4TA	Public sector	Committed
Star Actuarial Futures Limited	Dumfries	DG1 2PE	Recruitment agencies	Committed
Stranraer Skills Station	Stranraer	DG9 7RD	Care, childcare or social care	Employer
Support in Mind Scotland	Dumfries	DG1 1ET	Care, childcare or social care	Committed
The Furniture Project (Stranraer) Limited	Stranraer	DG9 9PH	Retail or sales	Committed
The Orchard Nature Nursery Limited	Dumfries	DG1 4ZZ	Care, childcare or social care	Committed
The Training Team Scotland	Lockerbie	DG11 1DS	Education or teaching	Committed
The Usual Place	Dumfries	DG1 1BZ	Voluntary, charity and social enterprise	Leader
Third Sector Dumfries and Galloway	Dumfries	DG1 2AH	Voluntary, charity and social enterprise	Committed
UCI (User & Carer Involvement)	Dumfries	DG1 4AL	Care, childcare or social care	Employer

APPENDIX 4

	Employees	Disabled (%)	Choose not to declare / unknown (%)	Year published
Shetland Islands	3657	4.85	18.16	2023
Stirling	5404	4.8	44.49	2023
East Lothian	4966	4.29	13.91	2022
South Ayrshire	5750	4	25	2023
Dundee City	7335	3.89	8.23	2023
West Lothian	8499	3.74	67.58	2023
Aberdeen City	8605	3.65	35.74	2023
Inverclyde	4610	3.47	13.25	2022
Clackmannanshire	2709	3.2	3.1	2023
City of Edinburgh	18400	3	22	2022
Aberdeenshire	21233	3	43.7	2020
Renfrewshire	8086	2.99	28.91	2021
Glasgow City	27937	2.7	54.4	2023
Scottish Borders	5865	2.57	-	2021
Dumfries and Galloway	7380	2.55	7.63	2023
North Lanarkshire	16753	2.42	68.14	2023
North Ayrshire	7364	2.2	21	2021
East Renfrewshire	4635	2.18	26.15	2023
East Ayrshire	6991	2.02	5.96	2021
Argyll and Bute	4458	2	57	2022
Na h-Eilean an Siar	2118	2	28	2023
Falkirk	7874	1.8	46.7	2023
Fife	17989	1.79	91.48	2023
East Dunbartonshire	4966	1.67	46.44	2022
Perth and Kinross	5738	1.6	-	2021
South Lanarkshire	16862	1.55	9.57	2023
West Dunbartonshire	5906	1.38	97.14	2022
Orkney Islands	2694	1.3	43.96	2022
Angus	4527	1.28	85.61	2023
Highland	10004	0.82	68.79	2021
Moray	5595	0.59	74.21	2022
Midlothian	5761	0.51	35.86	2023



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