

Welfare, Disability and Access: A Practical Guide to Support for Employers



Some people worry that starting a job or increasing working hours is not a financially viable option. In response, a number of policies have been introduced by the Government to help ease these concerns and motivate working-aged people.

Economic growth is driven by a more skilled, engaged and secure workforce. This guide provides you with information that will help you to support your current staff and future employees. Offering information and support for your staff shows them that you value their wellbeing. In turn this can boost morale and motivation, improving performance and the vitality of your business.

What will Welfare Reforms mean for my business?

Changes to the welfare system mean people will always be better off in work. There will no longer be a limit on the number of hours staff can work in order to receive in-work entitlements. This will make it easier to recruit for temporary positions, short term projects or overtime.

Universal Credit

- A new single system that is replacing in work benefits for low income households
- Will make it easier for people to work out how moving into employment or increasing their hours will boost their income
- Increases the financial benefits of work to give you a more flexible and motivated workforce
- A real time system that will support seasonal and casual workers

To find out how Universal Credit can help your business visit:

www.gov.uk/guidance/universal-credit-how-it-can-help-your-business

Can I get help to employ people with disabilities?

To succeed in business, finding the best staff is essential. Over 7 million people of working age in the UK are disabled or have a health condition. You can become recognised as a Disability Confident employer by recruiting and retaining people for their skills and talent regardless of their condition. Disability Confidence can help your business:

- Draw from the widest possible pool of talent
- Keep valuable skills and experience
- Reduce the costs of sickness absences
- Improve employee morale by treating all employees fairly
- Build a good reputation and positively change attitudes

Find out how becoming Disability Confident can help your business succeed visit:

www.gov.uk/government/collections/disability-confident-campaign

How can I make the work place accessible?

The Equality Act of 2010 requires employers to make reasonable adjustments to make sure disabled workers aren't disadvantaged when applying for or doing their job. Disability includes physical or mental impairments that have a long term negative effect on an employees ability to do normal daily activities.

Workplace adjustments can be temporary or permanent and include:

- Changes to working arrangements
- Alterations to premises for accessibility
- Offering flexible hours to meet need

The costs of making reasonable adjustments are often low and funding may be available. For free advice and guidance, contact the Disability Employment Advisor at your local Job Centre Plus.

To find out your legal requirements visit:

www.gov.uk/reasonable-adjustments-for-disabled-workers

Access to Work

Access to work is a programme that aims to help more disabled people start or stay in work. It also provides practical and financial support to help employees with a long term physical or mental health condition. Staff can apply for a grant to help with:

- Aids and equipment in the workplace
- Travel to work and for work
- Communications support
- Access to the Mental Health Support Service

Grants of up to £42,100 are available. You may be required to make a contribution depending on the size of your business and how long the person has worked for you.

Staff can find out if they are eligible for practical or financial support to help start of stay in work at:

www.gov.uk/access-to-work



Can staff get help to pay for Childcare?

Working parents often face difficult decisions about how to organise and pay for childcare. Once parents have found their child a place with an Ofsted registered early year's provider, there are now a number of options to help them cover the costs:

15 hours free childcare

- Available for all 3 or 4 year old children in England
- No eligibility criteria for parents
- Also available for 2 year olds if parents are eligible for Working Tax Credit

30 hours free childcare

- From September 2017
- Available for 3 or 4 year old children in England
- Parents must earn weekly equivalent of 16 hours at the current national living wage
- In a couple, both parents must be working and earning above required amount

Universal Credit for Childcare

- Available for children under 16 years old
- Parents can claim back up to 85% of childcare costs
- Parents must be claiming Universal Credit

To find out if staff are entitled to help with the costs of childcare visit:
at: www.childcarechoices.gov.uk

Tax Free childcare

- From April 2017
- Available for children aged under 12 years old or 17 years old for children with a disability
- For every £8 parents put into an online childcare account, the government will add an extra £2
- Parents can receive up to £2,000 per year, per child or up £4,000 if the child has a disability
- Parents must earn weekly equivalent of 16 hours at the current national living wage
- In a couple, both parents must be working and earning above required amount.
- Replaces Childcare Vouchers, so employers will no longer be responsible for administration of the scheme

Tax Credits for childcare

- Available for children aged under 16 years old or 17 years old if disabled
- Parents can claim back up to 70% of childcare costs.
- Parents must earn weekly equivalent of 16 hours at the current national living wage
- In a couple, both parents must be working and earning above required amount
- Parents must be eligible for Working Tax Credits



In a rural area, how can staff to get to work?

Providing a range of transport options will give potential recruits confidence to accept a job. It can help staff be flexible for shift patterns and meet the needs of your business. There are a number of transport solutions available in East Lindsey:

Lincolnshire Public Transport

- Affordable, reliable transport bus network operating across the county
- Frequent Interconnect and rural services to link communities
- Town maps, network and timetables available to help find the quickest, easiest routes

www.lincsbus.info

Call Connect

- A unique bus service with no fixed timetable that responds to the needs of passengers
- Membership is free and bookings can be made online, by phone or through a mobile app
- Service runs Monday to Friday 7am – 7pm, Saturday 8am – 6pm

www.lincspartnerconnect.com

Lift Sharing

- Staff can save time and money by sharing petrol and parking costs
- Commuting with a companion help reduce the stress
- Lincshare is a free travel matching service for people who live work and travel in Lincolnshire

www.liftshare.com/uk/community/lincs

Wheels to Work

- A scooter loan scheme offering an affordable transport for staff struggling to get to work
- A range of low cost rentals from £30 per week, with ownership after 18 months
- Supports staff to become independent and adapt to your needs

www.wheels2worklincs.com

For more information please contact Economic Development on 01507 601111
or edu@e-lindsey.gov.uk
V.1 May 2017