



240+ ORGANISATIONS WORKING TOGETHER

Disabled people continue to experience significant labour market disadvantage, including a near 30 percentage point disability employment gap, and a 14 per cent pay gap.

The Disability Employment Charter (www.disabilityemploymentcharter.org) was launched by Disability Rights UK, Disability@Work, Leonard Cheshire, Scope, the DFN Charitable Foundation, the Shaw Trust Foundation, UNISON, and the University of Warwick, to outline to government the policies that are needed to address this disadvantage, and also to demonstrate the support for these policies among a wide range of stakeholders.

The Charter calls on the government to implement proposals in nine key areas including in relation to: mandatory disability employment and pay gap reporting; reform of Access to Work and Disability Confident; leveraging of government procurement; and enhanced access to reasonable adjustments. Enacting the Charter's proposals will not only benefit disabled people, but will also help employers address their labour and skills shortages.

The Charter has now been signed by over 240 organisations including all the UK's large disability charities (including Mind, National Autistic Society, Mencap, Sense, RNIB, RNID), large corporates (including Adecco, CMS Law, Coca-Cola Europacific Partners, DPD UK, Herbert Smith Freehills, McDonalds, PageGroup, the Post Office, Publicis Groupe, and Schroders), other leading organisations including the Trades Union Congress and the British Paralympic Association, and a growing number of NHS Trusts and local authorities.

This strength of support is already proving transformative. Under the previous government, the Charter helped secure £3 million funding for supported internships in the 2023 Spring Budget. It was also listed as one of three stakeholders (alongside the Work and Pensions Select Committee and the Centre for Social Justice Disability Commission) to which the last government's review of Disability Confident sought to respond.

Regarding the new government, several of the Charter's proposals were included in Labour's general election manifesto, and its proposals regarding disability pay gap reporting were subsequently included in the draft Equality (Race and Disability) Bill, while its proposals regarding statutory rights to time off for trade union representatives, flexible working as the default from day one, and reform of Statutory Sick Pay were included in the Employment Rights Bill.

However, to keep building momentum, it is essential that we continue to increase the number of signatories to the Charter. As such, if you wish to join a growing community of organisations calling on the government for a much-needed step change in disability employment policy by **signing your organisation up to the Charter**, please go to www.disabilityemploymentcharter.org/get-involved, or email us at disabilityemploymentcharter@gmail.com

Signing the Charter is completely free of charge.