

# Your questions answered



## February 2022 snap survey – About Work and Jobs

In February we asked you about work and jobs and you asked some questions of Herefordshire Council.

Here are their answers with some useful links:

### 1. Do you know how many people with a learning disability would like a job?

When the council carries out a strength based social care assessment or a review it asks the person if they are interested in or looking for work. This is recorded in the assessment.

In 2020 the council last “counted “the people with a learning disability that said they were not in work but interested in work.

25 people out of 560 said they were interested in work which is less than 5%

### 2. When I go to Echo, I feel like I am working, I do different things which helps me.

Herefordshire Council recognises the benefits of work-like activities or volunteering.

For more information about how you can volunteer take a look at the information on talk community website and follow this link [Directory Search - Talk Community Directory](#)

### 3. I help people and have a job to do. Why can't others be in a similar situation to me?

Herefordshire learning disability strategy agrees and wants to see more opportunities for people with a learning disability to gain work.

The council works with employers, and Job Centre Plus to promote this, and wants attract more people to come and work at the council.

Only 6.3% of people with a learning disability supported by the council are in employment. This is a bit higher than the national average, but not high enough.

### 4. I used to volunteer at XXX Nursing Home but then the staff stopped being supportive and I didn't like helping there anymore so I left.

We are sorry to hear about that it must have been very difficult.

It is always important to tell your line manager if you have any worries as soon as you have a problem especially if it is somebody being unfair towards you.

### 5. Employers need to be able to understand our needs and to be a bit more supportive.

Employers have a legal duty to support employees and make reasonable adjustments to support you [Reasonable adjustments - Talk Community Directory](#)

It is also worth remembering that most people change jobs through their careers so a change of jobs can be a good idea after giving the line manager time to put things right.

For more information about employment follow this link [Employment - Talk Community Directory](#).

There is also help available through the access to work scheme to either buy equipment or support to help keep people in work [Access to Work: get support if you have a disability or health condition: What Access to Work is - GOV.UK \(www.gov.uk\)](#)

**6. Make sure that it's the right job for that person.**

We agree it's very important to find a job you enjoy, that matches your skills and in the right place with the right support.

Sometimes you need to try lots of different jobs to find one that suits you.

You can get help from the Job Centre to see what's available [Looking for work if you're disabled: Looking for a job - GOV.UK \(www.gov.uk\)](#)

The department of work and pensions. (DWP) keeps a register of disability confident employers.

Here's a link of the current vacancies with those employers. [60 Jobs in Herefordshire \(dwp.gov.uk\)](#)

**7. I wouldn't want to have a job somewhere as I am afraid that I would get picked on. I don't want the hassle. I feel safe at services I go to.**

It's understandable you want to and have every right to feel safe.

Change can be scary but also exciting too.

Here's a bit more information about the disability confident employer scheme that may help you make you mind up [Disability Confident – Are you disability confident? \(campaign.gov.uk\)](#)

**8. I would like the council to make provision for people with disabilities who are not registered disabled e.g., Asperger's syndrome and dyspraxia like myself. I have had no help from the council only from the charity Enviroability.**

If someone applies for a job with the council and self-declares a disability (even if it's not a registered disability) then they will automatically get an interview.

The council is also working to make the recruitment process easier for people with disabilities. [Working for Herefordshire Council – Herefordshire Council](#)

**9. Do you have any plans to allow people with learning disabilities to use their bus passes before 9.45 am, as it makes it difficult for me to get to Hereford**

The national bus concession in England (older persons and disabled free bus pass) is available at any time on a Saturday, Sunday or bank holiday, and from 9.30am to 11pm on any other day.

Currently the council does not have any plans to deviate from the standard concession times as these ensure there is sufficient capacity available on buses at the peak morning time.