

Forward

Midlothian

Disabled People

www.forwardmid.org.uk

Equality - Diversity - Inclusion



No one is free until we are all free.

This quote comes from Martin Luther King and was just one of his many attempts to explain to white people that segregation and racism in the United States was not only depriving people of colour from so many freedoms which white people enjoyed in US society, but that the freedoms white people had could never be fully enjoyed while others were deprived of those same freedoms. That struggle is still being fought out in the political discourse of the US.

Here in Scotland, the same analysis applies to disabled people and the homes we provide for them. Living in a home which is accessible to a disabled person [and their need for access can be simple or complex] means that their ability to live life to the full and to live that life at the heart of what we call society is made as easy as it is for a non-disabled person. Getting up in the morning, having a shower, preparing and eating breakfast and then getting out the front door to start the commute to work or to visit a friend is something non-disabled people take for granted and most carry out those and other routines unthinkingly each day.

For a disabled person not living in a home which is accessible in all respects, any struggle in getting out the door is a major barrier to getting and keeping a job. Accessible housing is just one of the fundamental barriers to disabled people getting and keeping a job. If employers recruiting to fill posts don't have accessible workplaces, that too acts as a barrier to a disabled person getting an interview never mind a job.

When employers advertise jobs and look for essential experience or skills essential to do the job [many look for a driving licence which can often be shown to be not essential or can be worked around] these can and do present another barrier to disabled people even applying for the job.

The workplace culture can also be a major factor in whether disabled people stay with an employer. If the culture is one which is not supportive of disabled people or actively discriminates against disabled people, many disabled people will resign rather than engage in a daily struggle against prejudice, bigotry and bullying.

Laws have been introduced over the years to try and change the everyday discrimination that disabled people face. Laws in themselves will not bring about the fundamental changes needed. Midlothian Council struggles to not only employ disabled people, it struggles to get employees to identify whether or not they have a disability.

Forward Mid will look to start work in the coming months with Midlothian Council and seek to change practices and cultures and ensure that disabled people have the freedom to work for the Council

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and earn a living in the same way that non-disabled people are free to do at the moment. Forward Mid will remind the Council that the freedom of non-disabled people to work for the Council can never be completely enjoyed until the same freedom is equally enjoyed by disabled people.

Wladyslaw Mejka

The Scottish government state: only around 40% of working age disabled adults are in employment, compared with more than 80% of adults with no disability. www.gov.scot/policies/disabled-people/job-support-disabled-people/

employability in Scotland

Many disabled people say that they are available for work, and that they want to work. Many feel that this desire is not matched in the work place and that they face significant barriers when trying to enter the work force.



The barriers faced by disabled job seekers will vary from individual to individual, but some examples are included below:

- Transportation: A lack of accessible or convenient transport may interfere with a person's ability to be independent and to function in society.
- Physical: Structural obstacles that block mobility or access can prevent disabled people from moving in and around the workplace.
- Lack of or low qualifications: Disabled people are more than twice as likely as non-disabled people to have no qualifications (26% as opposed to 10%).
- Higher qualifications: Disabled people with higher qualifications are directed to unpaid work (IES, 79% disabled people who gain a degree are in voluntary work)
- Lack of confidence: Many disabled people are anxious of how their disability will be viewed/ treated by an employer or colleagues.
- Communication: Communication barriers are experienced by people who have disabilities that affect hearing, speaking, reading, writing, and or understanding, and who use different ways to communicate than people who do not have these disabilities.

Third Force News

Disability charities have hit out after it was revealed 10,000 disabled people are stuck in unsuitable council homes.

Scottish Government figures indicate that between 2008 and 2016, only 1,427 of 132,994 newly constructed houses were designed for wheelchair users, just over 1.07%.

Grant Carson, director of employment and housing services at the Glasgow Centre for Inclusive Living, is calling for the Scottish Government to set a specific target for accessible housing within its existing aim of building at least 50,000 affordable homes across the country by 2021.

He said: "It's a mystery to me why they've not done more," he said. "The bottom line is there is a chronic shortage of accessible accommodation in Scotland. The government has failed to do anything about it. I would describe it as systemic failure."

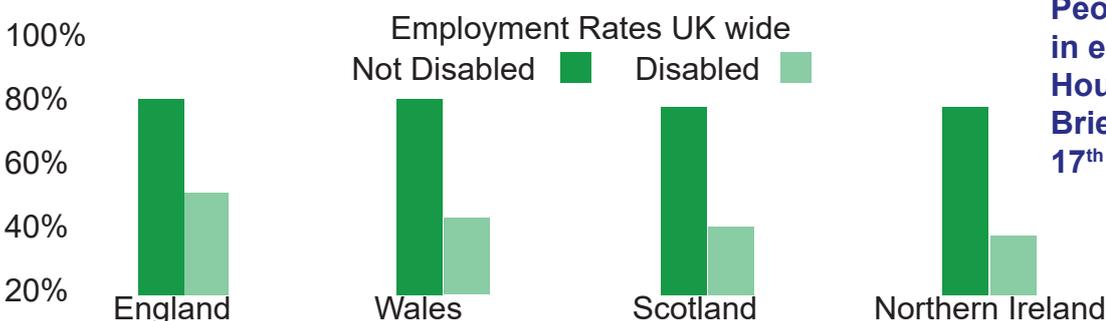
More at <https://thirdforcenews.org.uk/tfn-news/outrage-as-10000-disabled-scots-trapped-in-unsuitable-council-houses#OTGvvJ142Fw01UJz.99>



Table of council workforce employees declaration 2017

Council	Total Workforce at 2017	Employees Identifying as Disabled people		Census Data 2011-Disabled People by council
		Count	Percentage	
Shetland	4,813	279	5.80%	17.3%
South Ayrshire	5,069	253	4.99%	21.8%
East Lothian	4,856	184	3.79%	18.5%
Aberdeen Council	19,794	679	3.49%	15.5%
Renfrewshire	7,557	259	3.42%	20%
Aberdeen City Council	8,313	245	2.95%	16%
Clackmanannshire	2,748	79	2.87%	20.2%
Glasgow City	34,098	944	2.77%	22.7%
Orkney	2,686	72	2.68%	18.9%
Stirling	4,548	120	2.64%	17.5%
Scottish Borders	5,660	134	2.37%	18.5%
City of Edinburgh	19,243	417	2.17%	16.1%
South Lanarkshire	15,271	327	2.14%	20.8%
Inverclyde	3,982	83	2.08%	23.7%
North Ayrshire	6,795	136	2.00%	22.6%
Dumfries & Galloway	7,600	144	1.89%	21.8%
Dundee	7,413	137	1.85%	20.9%
Fife	17,335	308	1.78%	20.3%
North Lanarkshire	14,760	240	1.63%	21.4%
Angus	4,562	74	1.62%	19%
East Renfrewshire	3,741	56	1.50%	16.8%
West Dunbartonshire	6,004	89	1.48%	23.1%
Argyll & Bute	5,757	81	1.41%	20.2%
Midlothian	5,618	79	1.41%	19.4%
Comhairle Nan Eilean Siar	2,073	29	1.40%	20.5%
Falkirk	7,061	98	1.39%	20%
Highland	9,714	134	1.38%	18.6%
East Dunbartonshire	4,290	55	1.28%	17.4%
East Ayrshire	6,029	74	1.23%	22.1%
West Lothian	8,090	97	1.20%	18.5%
Perth and Kinross	5,595	66	1.18%	18.1%
Moray	4,985	14	0.28%	17.7%

https://drive.google.com/open?id=1vZqPgnle8Dzw_osiW6gvJmtNMv5R8qCX



People with disabilities in employment.
House of Commons Briefing paper 7540
17th May 2019

Scottish Parliament

The UK Government is relinquishing controls of Social Security benefits to the Scottish Government sometime in the near future. This is referred to as Devolution of benefits

Before this can happen The Scottish Government plans to run a procurement process over the autumn for the delivery of advocacy services. The intention is to have funding awarded in sufficient time for services to recruit staff and prepare for delivering social security advocacy support by summer 2020.

Social security advocacy service standards are asking for your help by consulting with you.

It has been a year since the Social Security (Scotland) Act 2018 came into effect, commencing the biggest transfer of powers to the Scottish Government since the Scotland Act 1998.

But, the Act did more than transfer powers to pay benefits; it places a requirement on Scottish Ministers to provide advocacy to disabled people who need this support to access Social Security Scotland on an equal footing. This is a key part of our new public service and delivering a system based on dignity, fairness and respect. We aim to have this new support in place by summer 2020.



Shirley-Anne Somerville MSP
Cabinet Secretary for Social Security
and Older People

They would like to obtain views from a range of organisations and individuals. It would be particularly useful to get the views of existing advocacy users, who may have used advocacy support for benefit claims or other type of service, to ensure we have identified those standards which will deliver a high quality, inclusive and consistently delivered service.

In addition to asking questions about the draft standards, we are also asking for views on the potential impacts of the standards on different groups and also on businesses.

Before you dive in you may require to read one of the two documents:

The consultation document on Advocacy:

<https://consult.gov.scot/social-security/social-security-advocacy-service-standards/>

The Easy Read version on Advocacy:

https://consult.gov.scot/social-security/social-security-advocacy-service-standards/supporting_documents/social%20security%20advocacy%20%20consultation%20%20easy%20read%20%20final.pdf

Downloadable and this can be returned with your answers.

As this will affect everyone who for one reason or another are unable to cope with new Benefits system and requires help to receives Benefits either now or in the future it will affect many households, this consultation closes on the 7th October 2019 and can be completed online at <https://consult.gov.scot/social-security/social-security-advocacy-service-standards/consultation/>

I came, I saw, I stayed

Just a few months ago I attended a meeting of my local Community Council so that I could learn more about a plan to create a new cycle path. Part of the meeting included a report from Iain Tait of Forward Mid on what the group were currently doing to break down the barriers to equality for disabled people in Midlothian. I was impressed with how Iain handled an audience who were impatient to get to what they thought was the more important business of the cycle path plan. Iain also did well in being heard in a venue which was not built to be a meeting place and when there was no sound system to amplify the voices of those speaking.



Iain left some copies of the recent Forward Mid newsletter which I read the following day. Something in the newsletter and in how Iain had dealt with the meeting combined to make me want to find out if I might join in with their work. My own disability is a profound hearing loss and much of my working life has been and remains working in the huge area that is known as equality and human rights.

The first step was to meet up with Eric Johnstone, Development Worker with Forward Mid. Eric helped me understand more about what Forward Mid was trying to do and how it was looking to achieve a number of goals. All of it sounded good, especially because it is based on a model where disabled people themselves take on more control and responsibility for deciding what needs done and when, in partnership with the Council and others. The next step was to meet up with the group of activists who form the core group of Forward Mid.

That went well. Hugely positive and welcoming team of people, from all sorts of backgrounds and offering all sorts of different experiences, talents, insights and passions. I was at my second meeting with the group this week and it was as if I had been there for months rather than just days. That is a measure of how inclusive the group is and their willingness to listen to the widest possible range of views on how to make equality happen and be a lived reality for disabled people in Midlothian.

There can never be too many disabled people involved in the work of changing the world, so if you want to do more than just shout at the tv or radio when hearing news reports on yet more second or third class services experienced by disabled people, give some thought to adding your experience and views to the work of the group and as a first step contact Eric Johnstone for an exploratory chat.

Wladyslaw Mejka

Change the disabled Symbol

The “vision” of a disability has been shaped over time, and society contributes to the view that disabilities are only what we see. The man in a wheelchair became an international symbol to represent those who face unique challenges on a daily basis and provide them with accessibility in certain areas. Alarmingly, those with non-physical disabilities are cast out since the man in the wheelchair depicts a physical disability. It becomes detrimental when people simply begin associating disabilities with what they see and jumping to conclusions. In reality, there are countless disabilities that you cannot see with the naked eye — invisible disabilities.

www.visibility93.com/ are running a campaign to change the Disability symbol to reflect the fact 93% of people with a disability do not use a wheelchair.

Cafè Connect



**Cafè
Connect
Peer Support Cafe
Last Tuesday of every Month**

27th August 2019,
24th September 2019,
29th October 2019,
26th November 2019,
28th January 2020,
25th February 2020,
24th March 20120,
28th April 2020,
26th May 2020,
30th June 2020,

Join us for:

**Free Cuppa, Free Cake
Have a Moan, Blether, Laugh
get some news**

**Dalkeith Peoples Welfare Hall,
27 St. Andrew Street,
Dalkeith, EH22 1AR.**

**For more information
contact Eric or Margaret
0131 663 9471**

The Carers (Scotland) Act 2016

The Carers (Scotland) Act 2016 came into force on the 1st April 2018.

The Act provides new rights to carers in a number of areas. These include:

- A duty for local authorities to provide support to carers, based on the carer's identified needs which meet the local eligibility criteria
- A right to an adult carer support plan and young carer statement to identify your needs and personal outcomes. (This is available to carers of all ages, no matter how many hours of care they provide and whether or not the person they care for provides care)
- A requirement for local authorities to have an information and advice service for carers which provides information and advice on, amongst other things, emergency and future care planning, advocacy, income maximisation and carers' rights
- A duty on the NHS to inform and involve you if the person you care for is discharged from hospital.

Download a copy of the Carers Charter which tells you all about the rights of carers under the Act.

www.carersuk.org/images/Scotland/Advice_and_information/Carers-Charter.pdf



What to expect – The Carers (Scotland) Act

Our partner national carer organisation, the

Coalition of Carers in Scotland have worked with a variety of carers, carer organisations and health and social care staff to co-design a set of leaflets for carers that set out what the new rights are and what to expect.

You can read each of the six leaflets below:

1. What to expect when you make an adult carer support plan www.carersuk.org/images/Scotland/Advice_and_information/1.-What-to-expect-when-you-make-an-adult-carer-support-plan-1.pdf
2. What to expect when the person you care for is being assessed www.carersuk.org/images/Scotland/Advice_and_information/2.-What-to-expect-if-the-person-you-care-for-is-being-assessed-1.pdf
3. What to expect when you are considering a short break www.carersuk.org/images/Scotland/Advice_and_information/3.What-to-expect-when-you-are-considering-a-short-break.pdf
4. What to expect when accessing Self-directed Support as a carer www.carersuk.org/images/Scotland/Advice_and_information/4.What-to-expect-when-accessing-Self-directed-Support-as-a-carer-1.pdf
5. What to expect when you make an emergency plan www.carersuk.org/images/Scotland/Advice_and_information/5.-What-to-expect-when-you-make-an-emergency-plan.pdf
6. What to expect when the person you care for is being discharged from hospital www.carersuk.org/images/Scotland/Advice_and_information/6.-What-to-expect-when-the-person-you-care-for-is-discharged-from-hospital.pdf

You can also watch a series of helpful videos on the Coalition of Carers in Scotland Website www.carersnet.org/carers-act-resources/ which talk about best practice in getting ready for and implementing the Act. These are of interest to both carers and people who work with carers.

Parkinson's UK

What is Parkinson's?

Parkinson's is a progressive neurological condition. This means that it causes problems in the brain and gets worse over time.

The number of people diagnosed with Parkinson's in the UK is about 145,000. That's around 1 adult in every 350. New figures from Parkinson's UK show that more than 12,000 Scots are now living with Parkinson's, and numbers are continuing to rise.

Parkinsonism is a term that covers several conditions, including Parkinson's and other conditions with similar symptoms such as slow movement, rigidity (stiffness) and problems with walking. Young Parkinsons is under 65 years old.

Parkinson's Helpline ☎ 0808 800 0303

Parkinson Nurse

Alison Derbyshire. ☎ 0131 465 9156

What is available locally:

Graham Thomson

Volunteer Educator

Parkinson's UK

☎ 07775785786.

Email: [✉ Grahamthomson1205@outlook.com](mailto:Grahamthomson1205@outlook.com)

PARKINSON'S^{UK}
CHANGE ATTITUDES.
FIND A CURE.
JOIN US.

Do you know any care homes that would like a free seminar for staff, lasting about an hour, do you look after someone with Parkinson's Disease, Graham come's into care homes and provide a free seminar about Parkinson's the symptoms, the medication, the caring, the progression, for up to 20 people. Graham can come back more than once, it's always free.

Monthly meetings: Young Parkinsons Group Meeting.

The Steading 118-120. Bigger Road, Edinburgh. EH10 7DU

every first Thursday from 18:30 - 20:30 hrs

Contact Scott Wilson, ☎ 01899 220 827, [✉ scott@edinburghparkinsons.org](mailto:scott@edinburghparkinsons.org) for information

Get involved.

Kiltwalk Heroes supported the causes they care about this year, and we hope to see even more of you in 2019! Join us for a brilliant day and support everyone affected by Parkinson's. Sunday 15 September 2019 from 09:30 hrs staggered starts.

Register through the Kiltwalk webpage. www.thekiltwalk.co.uk/events/edinburgh/

Once you've signed up, contact us on ☎ 0344 225 3724 or email

[✉ scotlandfundraising@parkinsons.org.uk](mailto:scotlandfundraising@parkinsons.org.uk)

For more information on the above or any other enquiries.

Phone Parkinson's Local Advisor

Abenet Tsegai

☎ 0344 225 3771 or [✉ advisor5.scotland@parkinsons.org](mailto:advisor5.scotland@parkinsons.org)

Blue Badge Extended

The Blue Badge Scheme which allows parking in disabled spaces has been extended to include hidden disabilities, including autism and mental health problems. This is the first major change to the scheme since it was introduced 50 years ago.

The new criteria will come into force on 30th August 2019. The Department of Transport has been working with specialists to expand the eligibility criteria, and the new scheme is part of the government's drive for greater parity between physical and mental health.



Following a consultation last year, the Government has announced the extension, as well as a review into the fraudulent use of Blue Badges, which has increased by 45% in the past year.

The new Blue Badge Scheme will now mean that people will be eligible if they:

- Cannot take a journey without their being a serious risk to their health or safety or that of any other person
- Cannot undertake a journey without it causing them considerable psychological distress
- Have considerable difficulty when walking, both physically and the experience of walking.

Drivers or passengers with medical conditions such as anxiety disorders, dementia, reduced mobility or other mental health conditions may find travel difficult, especially when it comes to finding a parking space. This new guidance, which represents the biggest change to the scheme since the 1970s hopes to offer a lifeline to people who often find road travel difficult by providing better access to work opportunities and amenities as well as helping to tackle the loneliness epidemic by enabling them to stay connected to family and friends.

Speaking about the new scheme, Chris Grayling, Transport Secretary, said: "As a society we don't do enough for people with hidden disabilities. I hope this change to Blue Badge guidance will make a real difference to people's lives."

Minister for Disabled People, Justin Tomlinson, said: "It is unacceptable that people with hidden disabilities still face discrimination when using disabled facilities, such as parking spaces. Extending the Blue Badge Scheme is a watershed moment in ensuring that those with hidden disabilities are able to travel with greater ease and live more independent lives."

The new criteria will also look at ensuring that there is a greater understanding as to who is eligible for a badge and when it can or cannot be used, as well as when and how to surrender one. To help with the expected increase in applications, the Ministry of Housing Communities and Local Government will be providing extra money to local councils for the first year of the programme, and a task group will be working to assist in correct badge usage. While the extension allows for a greater number of people to use a Blue Badge, not everyone with non-physical disabilities, will qualify, it will be up to the local authority to decide if an applicant meets the criteria, as is currently the case.

Midlothian Frailty project

Midlothian Health and Social Care Partnership has been announced as a recipient of a significant funding boost from the Technology Enabled Care (TEC) 'Pathfinders' Programme.

The Partnership has been awarded almost £200,000 per year for up to three years, to be used to explore how technology can transform care for frail people in Midlothian.

Midlothian is one of four areas in Scotland who will receive project funding from this Scottish Government programme, as well as support from the TEC team themselves, with the expectation that learning will be shared nationally so other areas can benefit from the work.

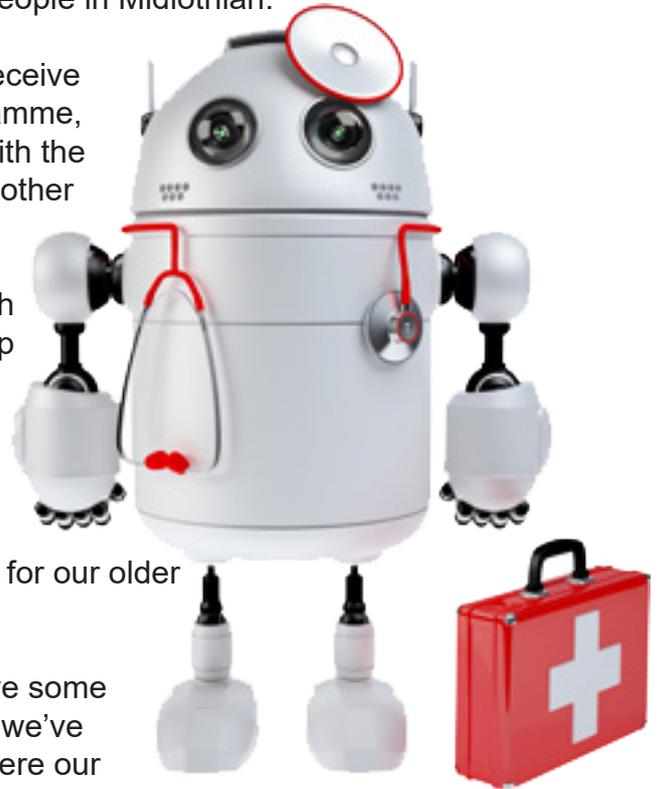
The frailty model will be redesigned using the Scottish Approach to Service Design, meaning the Partnership will engage extensively with service users to ensure the resulting service is right for them.

Allister Short, Chief Officer, said: "We're absolutely delighted to have been awarded this funding and believe it will make a huge difference to how we care for our older and/or frail patients."

"We know that almost 8,000 people in Midlothian have some level of frailty, whether mild, moderate or severe and we've done a lot of the analysis work already - we know where our frail people are, how frail they are, how often they go into hospital, how often they go to see the GP – now we need to work out how TEC can support new ways of caring for those frail patients."

"TEC isn't the whole story in caring for our frail patients. In some ways, establishing new care pathways can be about going back to basics. We'll be working with local GP Practices to test models of care offering continuity and consistency, and working with our team of nurses, physios and wellbeing practitioners to establish what matters to patients, who cares for them, what their home life is like and so on. But what this project allows us to do, is look at how emerging technology can work alongside more traditional ways of caring."

"Do we know what the TEC solution is yet? No. But that's the whole point. This funding allows us to start organically with the problem, engage fully with our frail patients to hear their experience and jointly come to the best solution, whatever that may be. We're excited to get started. "



Age UK

Barriers to future impact as seen by Age UK

- While the existing telecommunication networks are adequate for telehealth devices which monitor vital signs, more reliable transmission links will be required for telehealth services which use devices that are implanted into the body and/or that administer drugs.
- Barriers to health technology innovation include the current lack of standards for interoperability of equipment and systems.
- For technology to be accepted by older people it has to be affordable, easy to use, and satisfy an identifiable need

‘Try a bus’

A big thank you to Midlothian Council and Lothian Buses for arranging the try a bus days. Were held on Wednesday 10th July from 10am-2pm in Dalkeith at the South Street bus stop lay-by and Thursday 11th July from 10am-2pm at Straiton Retail Park

It can be daunting.

While many people don't think twice about getting on and off a bus, for some with a disability it can be daunting. a 'Try a Bus' sessions gives the opportunity for disabled residents to practice using the ramp and accessing the wheelchair space on a stationary bus and build their confidence. A thistle assistance card gives information to the driver to allow for additional time to get onto the bus and back off again. The Thistle assistance is available in most midlothian



Libraries and the MVA office in Dalkeith, Sherrif Hall Park and Ride Terminal, Midlothian Community Hospital, Fairfield and Midlothian Houses Rosewell Development Trust, and health centres in Pathhead and Penicuik

Perfect opportunity to practice.

Councillor Hackett, Cabinet Member with responsibility for Commercial Operations, said: "Using a bus for the first time can be a nerve wracking experience. Understandably there is the worry about taking too long to get into the wheelchair space and holding everyone else up. I would urge anyone with these worries to come along to a 'Try a Bus' session. It's the perfect opportunity to practise and build up your confidence in a relaxed atmosphere.

Reducing inequality.

"Reducing inequality is a priority for Midlothian Council. Providing easier access to public transport enables people with disabilities to participate more fully in life."

Forward Mid look forward to another chance to Try a Bus at a future time and location.

Alternative Publications

Please like us on Facebook www.facebook.com/forwardmid/ 

Forward Mid newsletters are available in large print on request from Eric Johnstone ☎ : 0131-663-9471 or email eric.johnstone@mvacvs.org.uk write to him at MVA, 4-6 White Hart Street, Dalkeith, EH22 1AE with your request. Electronic copies can be found on www.forwardmid.org.uk. The latest Firefox browser has the reader symbol  in the address bar, click and select narrate from left menu. The latest Safari Browser has the reader symbol  but does not read aloud. These only work on websites without errors. If you require help please contact Forward Mid and we will arrange to help you.

Edited by Iain Tait for Forward Mid