








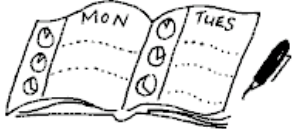







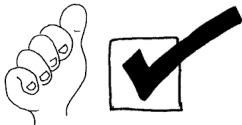





Building Our Futures

Research into the needs of Deaf and disabled people's organisations

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About Deaf and disabled people's organisations.



What is a disabled people's organisation?



Deaf and disabled people run disabled people's organisations. These organisations speak up for disabled people's rights.



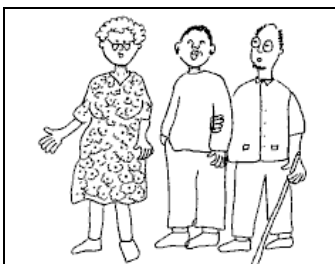
There are more than 120 Deaf and disabled people's organisations in London.



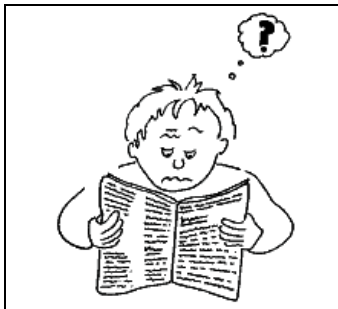
These are small organisations that have between 1 and 30 Deaf and disabled workers.



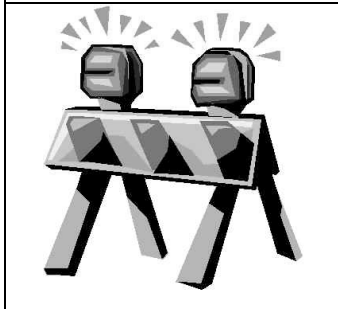
Is it impairment or disability?



The social model of disability says that impairment is a **condition** that people have like being blind or having a learning difficulty.



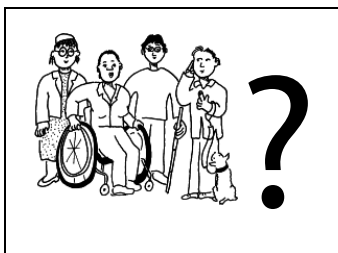
Some people with learning difficulties do not understand long sentences and words.



Long sentences and words are called **barriers** because they make things harder for people. The social model says that these barriers make people **disabled**.



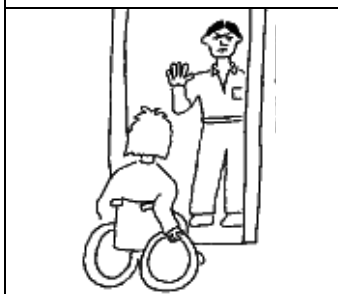
The social model also says that we can change these barriers. Instead of long words and sentences we can use pictures and easy words.



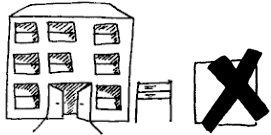


What is different about disabled people's organisations?





Many Deaf and disabled people's organisations have problems. This is because for years disabled people have been treated worse than other people.



It is much harder for disabled people to find work. That is why many disabled people have little or no work experience.


	<p>Some disabled people did not go to a university or college.</p>
	<p>Many disabled people are poor and have bad health.</p>
	<p>Deaf and disabled people's organisations need to help their workers to deal with these problems.</p>


	<p>About Building Our Futures project.</p>
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	<p>A company called Toosh Limited ran the project. Building Our Future’s Steering Group wrote this report. A steering group is a group of people from Deaf and Disabled people’s organisations who made sure the project went well.</p>
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	<p>City Parochial Foundation funded the project.</p>
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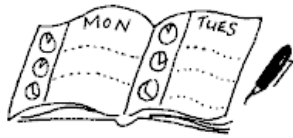
	<p>Disability Action in Islington managed this project.</p>
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	<p>People from Deaf and disabled people’s organisations in London supported this project.</p>
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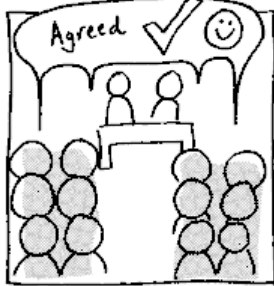
	<p>A senior manager from the PEACe project at London Voluntary Service Council also supported this project.</p>
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	<p>What did this project do?</p>
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	<p>This project looked into the problems that Deaf and disabled people’s organisations have.</p>
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It took 2 years to finish this work.



This report explains how Deaf and disabled people's organisations can sort out their problems and become better and stronger organisations.



What did this project find out?



Deaf and disabled people's organisations in London have a lot of disabled workers and volunteers.





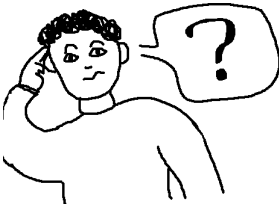
A **volunteer** is someone who does not get paid and gives his or her time for free.






Deaf and disabled people's organisations do not have a lot experience in managing workers.




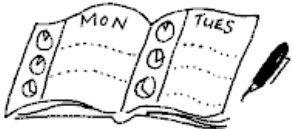


It is hard to find disabled people who have the right experience for the job.

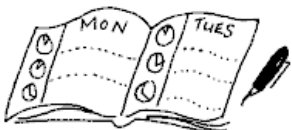
	<p>It is hard to be in charge of disabled workers who do not have the right experience.</p>
	<p>Deaf and disabled people's organisations often do not get the support they need. There are not enough places where Deaf and disabled people's organisations can turn for support.</p>
	<p>Funders do not understand how much it costs to run a Deaf and disabled people's organisation.</p>


	<p>Workers in Deaf and disabled people's organisations.</p>
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	<p>Disabled people like working in Deaf and disabled people's organisations.</p>
	<p>Disabled people in these organisations do not get many chances of having a higher and better-paid job.</p>







	<p>Recruitment. Recruitment means finding new workers.</p>
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	<p>It often takes a long time to find new workers for Deaf and disabled people's organisations.</p>
	<p>It can also cost a lot of money.</p>
	<p>Training can also take a long time because some new workers do not have enough experience for the job.</p>



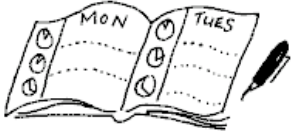


	<p>Part-time workers.</p> <p>Part-time means that people work less than 5 days a week.</p>
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	<p>Deaf and disabled people's organisations have a lot of part-time workers. That means there are a lot of people to manage.</p>
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	<p>Meeting the access needs of disabled workers.</p> <p>Access needs means being able to get into buildings, having information in Braille, on tape or in easy read, having a sign language interpreter.</p>
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	<p>Half of the disabled workers within Deaf and disabled people's organisations said that their access needs were met.</p>
	<p>The other half said that their access needs were not met.</p>
	<p>Some disabled workers said that nobody had asked about their access needs.</p>
	<p>Some disabled workers were scared to talk to the manager about their access needs.</p>
	<p>Some disabled workers said that their managers thought that other people's access needs were more important.</p>
	<p>Some disabled workers said that other workers only understood their own access needs.</p>

	<p>Problems with the Government's Access to Work plan</p> <p>Access to Work gives support to disabled people to get to work and to do their work.</p>
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	<p>Many disabled workers and their managers do not know about this plan.</p>
	<p>This plan does not pay for all access costs.</p>
	<p>It can take a long time for the money to come through.</p>
	<p>Many disabled workers have personal assistants. Access to Work does not make it clear how to employ and pay for personal assistants.</p>
	<p>If you want to find out more about Access to Work, call Job Centre Plus London on 020 8426 3110</p>

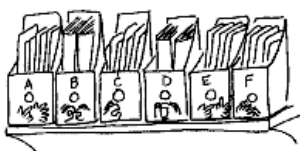
	<p>Sickness absence.</p> <p>Sickness absence is when people take time off work because they are ill.</p>
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	<p>This is a big problem for Deaf and disabled people's organisations. Some disabled people have bad health and need to take a lot of time off sick. This is called long-term sickness absence.</p>
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	<p>Often the manager has to step in and cover for the person who is not well or the work will not be done.</p>
	<p>Some managers get in agency staff but this costs a lot of money.</p>

	<p>Managers of Deaf and disabled people's organisations</p>
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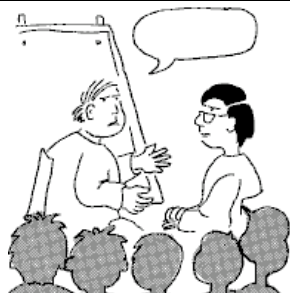
	<p>In Deaf and disabled people's organisations managers often supervise most of the other workers. Supervision is a monthly 1 to 1 meeting with the manager. It can be hard work and takes up a lot of time.</p>
	<p>Managers often do not get the support they need.</p>
	<p>Many managers do not feel confident when dealing with disabled workers.</p>



Deaf and disabled people's organisations need to update their policies but it is hard to find information about how to manage disabled workers.



Support from other organisations



It is hard to find the right training courses and support for Deaf and disabled people's organisations.



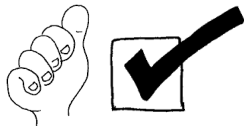
Other organisations do not understand the needs of Deaf and disabled people's organisations.



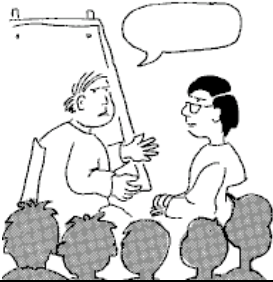
Deaf and disabled people's organisations have to get support from wherever they can. Sometimes this support costs a lot of money.



Deaf and disabled people's organisations often do not talk to each other about their experiences.



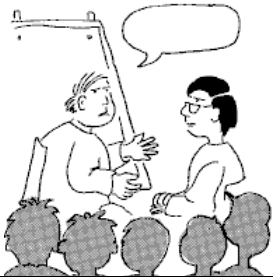
How to make things better for Deaf and disabled people's organisations?



Training and support



There should be 2 groups in London where managers and management committees can get support and training.



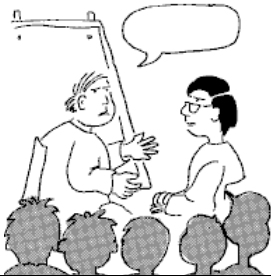
There should be training for Deaf and disabled people's organisations about how to employ and support disabled workers.



Deaf and disabled people's organisations with lots of experience should support new organisations.



Department of Work and Pensions should tell more people about Access to Work.



All Access to Work staff should have training about disability equality. Disabled trainers should run the training.



Access to Work should talk to Deaf and disabled people's organisations and find out how well this plan works.



There should be more advice about how to employ support workers or personal assistants.



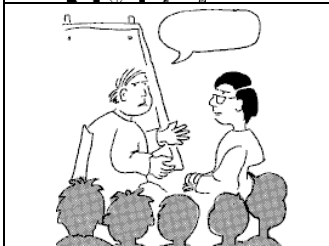
There should be training for disabled workers about how to manage their support workers or personal assistants.



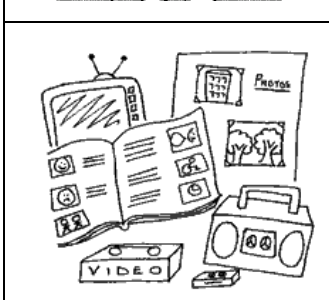
Workers in Deaf and disabled people's organisations



There should be 1 group in London where disabled workers can get support and training.



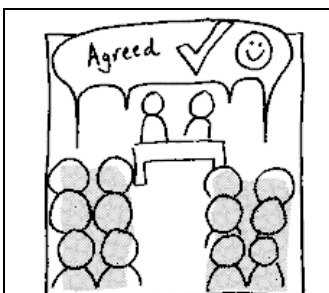
There should be training for disabled workers about how to deal with their needs in the workplace.



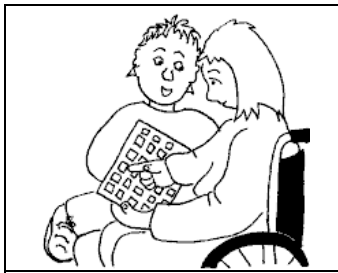
There should be more information about how disabled workers can get better jobs and have more training.



Support from other organisations



Deaf and disabled people's organisations across the country should talk to other organisations and raise awareness about their needs.



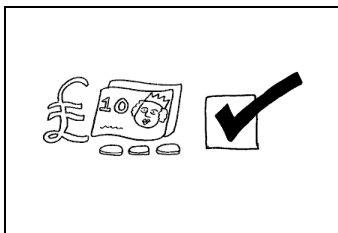
Other organisations should look at how they meet the needs of disabled workers.



Other organisations should work more with Deaf and disabled people's organisations.



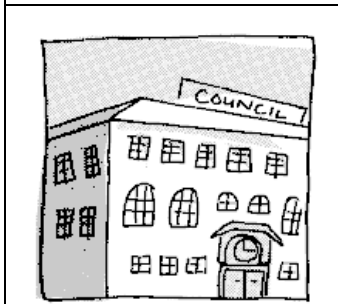
The needs and costs of Deaf and disabled people's organisations



People should agree how much extra funding Deaf and disabled people's organisations need for managing disabled workers.



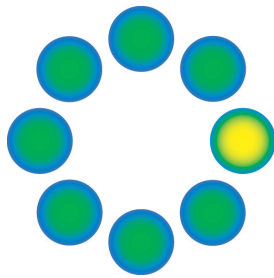
Funders should have a better understanding of how important Deaf and disabled people's organisations are.



Local councils should have more advice about how to support Deaf and disabled people's organisations.



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