

Analysis & Comments

Work Capability Assessment: Activities & Descriptors consultation paper

A document by Department for Work & Pensions

General public version of a detailed
response

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With extracts from

 Plus Value Awareness



The Response is written by Keith Mckenzie



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This document is written by Keith Mckenzie creator of neurodiversity awareness projects, a qualified graphic designer and a participant of community projects

Please note this document is a version for the general public. There is a personal version which includes the project director's experiences against the points mentioned. This is only available to members of parliament, ministers, government departments and staff associated with the DWP.

Any request is available via getting in touch on Linked-in by visiting the website keithmckenzie.weebly.com

However, due to confidentiality, it will be the decision of the project director to who will access the personal version of the document.

Work Capability Assessment: Activities & Descriptors

Response to Executive Summary

Points 2 & 18

It mentioned suitable work it could for people's physical mental health well being and financial security. However, this contradicts the experience like mine. Especially if a person faces bullying stage discrimination and controlling abuse.

The example of this point is available on the personal version of this response document

Point 2

It was mentioned that the increased amount of funding related to mental health support governments have made in the past two years

The example of this point is available on the personal version of this response document

Point 3

It mentioned how there has been an improved understanding of mental health and neurological-related difficulties for employers to adapt.

However, It is also important for employees to change their attitudes and perceptions which could lead to prejudice, bullying and exploitative abuse of practices.

Fact file:

According to The Institute of Leadership & Management From the website fair play talks It concluded half of the UK's employers admit that they would not employ someone who had one or more neurodivergent conditions

Point 7

Under transforming support it meant about focus on what people could do rather than could not.

However, it does not mention anything about a person's unique talent strengths or positive attributes these examples apply to neurodiversity or independent people with neurological-related difficulties. Because of this many people can receive remarks such as "wasted talent".

Point 28

It mentioned that employers are all required to make reasonable adjustments

However, there is no information about the working environment to make sure that there are no factors that cause prejudice, abuse, bullying, ableist discrimination and hatred.

Fact file

(Training)

According to The Institute of Leadership & Management From the website fair play talks The accessibility of neurodiversity training is extremely low.

Training available for leaders & managers

22% yes, 44% no, remains don't know

Training available for staff

18% yes, & 50% no, remains don't know

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Response to Executive Summary

Fact file- continued

(Support)

According to The Institute of Leadership & Management From the website fair play talks

The working environments are not inclusive although "According to their research, the majority of diagnosed autistics, dyspraxics and dyscalculics reported that people in their workplaces behave in ways that exclude them, with just under half of dyslexics and people who have ADHD/ADD having similar experiences," pointed out. Approximately 60% autistic, 55% dyspraxic and 53% dyscalculics reported that people in their workplace behave in a way that excludes neurodivergent colleagues. However this impression is not entirely shared by all their neurotypical colleagues, with only 29% agreeing this is the case.

A serious point that gets in the way for disabilities is stigma including pressurises people to mask their difficulties but if pushed beyond their coping mechanisms then a person with disability & with difficulties could be liable for breaching the health and safety guidelines. This contradicts the reality and consequences.

This is exactly what happened to a manager of a local authority for not disclosing that they previously experienced depression because of this she went through an employer tribunal not only did the person lose the case she got fired.

The example of this point is available on the personal version of this response document

In summary, we must get rid of negative stigma and pressures towards all disabilities and difficulties in work & in society

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Respond to questions

Q1 Related to changes to mobilising options

Removing any options need to be carefully considered. It could make a person cope with their mental health & well being

However this may not be appropriate if a person has experienced mental health and psychologically compromise. This has happened to me when I became shaky agitated and distressed where I tend to struggle walking too far regardless of distance and risk collapsing on to the street. This has happened to me when I have faced bullying emotional and controlling abuse.

Regardless of how much distance you can walk it doesn't address our safety risk if you face bullying discrimination and threats against their safety.

Q2 Related to changes to three absence or bowel/bladder control

No comment

Q3 Related to changes to social engagement

Customise support, services must be in place in related to coping and social engagement. For example existence support or services which helps a person which the gap on how a person's difficulties affects them against expectation at a specific working environments. For example if a person struggles with people skills and interpersonal related abilities which gets in the ways of opportunities and could risk causing a liability, then an appropriate life coaches and mentoring need to be considered to compromise their work presence. Also apply to relationship skills, at work, etiquette and emotional intelligence. This is important to make sure a person may struggle with interactivity and dealing with others does not make a person be a disadvantage and a liability.

Q4 Related to changes to getting about options

One are the greatest problems on removing this option is they are of a risk that not only affects a person get enough but it can harm opportunities. This has happened to me in the past when accessing work experiences. This was related to discrimination bullying and hatred against my personal safety when using public transport to them from the location of work experience. Biggest of the distress caused not only it disrupted my work ethics at the same standard on how normally manage I lost this opportunity. So if you want to get rid of the getting about entirely then join up thinking must be considered between other paths of society including over government departments local authorities, community group businesses and partnerships.

We know that disability hate crime is on an increase and I've received a disruptive amount of ableist discrimination and hatred. We must improve joined up thinking strategy and accent to combat against disability which remove the barriers of myself and others in getting about. Also a culture change as to happen to change the behaviour of society towards all disabilities with an increasing amount of physical abuse physical determination and verbal discrimination which make many people to restrict where and when they use public transport due to safety along with mental and emotional stability.

A reminder that work could be only good for the mental health and well-being if they are treated well when seen in society it's not good enough simplifying matter without the context which cause barriers.

In summary if you want people with all disabilities to access work then they must able to feel safe when visible and function in society without bullying prejudice, abuse, discrimination or hatred. If this matter gets ignored this matter can cause damage in side effects which could cause depression and suicide. We must be very careful not to indirectly punish a person for existing not just for the difficulties they live with but also the lack of acceptance which could affect their place in Society and therefore could cause a damaging effect to work.

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Respond to questions

Q6 Related to changes to substantial risk regulations

The minimal working environments must carefully arranged and reduce potential risk. For example if a person with specific neurological difficulties face a lot of bullying and ableist discrimination then it would not be appropriate to require a person to work at environments when they have to serve the general public. This is because a negative mental and emotional side effect to help person cope and quad lead the person to cope if they're difficulties worse if the situation is accepts excessive beyond how they can cope.

Q7 Related to impact to the changes

The work activity must not be an environment which makes a person beyond the person ability and concerns as it could provoke anxiety and emotional adverse if the person cannot cope. This is exactly what happened to me when I volunteered at a music and dancing event when I face and connected amount of bullying in the workplace and face hostile ableist discrimination against my disability and my identity.

Q8 Related to changes to minimal work level

Unsure

Q9 Related to changes to removing the LCWRA risk group (Limited Capacity for Work & Work Related Activity)

If this occurs a person's disability and difficulties must not be disregarded or but unnecessary pressure to working environments where it could be hard or impossible to cope with.

Q10 Related to support related to the LCW (Limited Capacity for Work)

As mentioned earlier life coaches and mentoring or signposted services to access to bridge the gap of skills abilities and in some cases into personal abilities, soft skills and emotional intelligence.

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Final Points

I have seen some of the proposals and it has some good ideas and I hope the plan is successful however there are some improvements which need to be made to make sure major problems do not get in the way.

1. The language must change on the easy read document which is stigmatising derogatory and offensive to the variety of people who are not classified as physical disability or blindness.

The language of illness does not represent the experience of other types of disabilities so I do think the categorisation needs to change.

Including general disability, neurological and non-physical disabilities.

However we must not lump everyone on the same brush within the specific group.

A needs to monitor and judge appropriately based on their skills their passions their talent their ability levels their intentions to be adjustable and considerate it to others and understand their good intentions.

2. I feel we need to also widen the approach towards disabilities including education, training access, in services to improve their qualities against the difficulties they live with and also to support people who like to start a business or Enterprise for those who are ambitious and have something positive to give to society.

3. Thirdly I am concerned that the conclusions on your documents have a limitation of lived experience and perspectives on how the difficulties affect their workplace presence.

4. Finally I feel that it's not enough to enable people into work if the workplace and the rest of society is not accepting their place in society. Especially when there was an increase of disability hate crime. More has to be done and everyone in society has to take responsibility with a cultural change to make sure all disabilities can access opportunities and to maintain in work

if anyone who appears to be distressed which could be perceived to be a danger to themselves or others could risk being introduced so we're gonna be careful not to punish people for a difficulties they live with and when they pushing a person beyond their coping mechanisms because of other people's lack of approval.

I suggest in fact I insist there must be an improved joined up thinking between other government departments local authorities businesses transport related organisations community groups and partnerships at local national regional level. Another words that must be a cultural change towards disability when seen in society regardless of difficulties or impairment. If a person feels respected and safe and are more likely to access and maintain work.

I feel this is equally important otherwise all the plans will cause instability against the variety of disabilities and will not be sustainable.

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Useful Links online

▼ **Plus Value Awareness**

from the awareness website developed by me

Awareness home page

Titled “Plus Value Awareness”. the website projects a variety of projects and information based the experiences on changing public perceptions for over 20 years.

<https://plusvalue.dudaone.com>

Advantage

The information project how certain neurological difficulties can be beneficial to work, education, communities and rest of society.

<https://plusvalue.dudaone.com/advantage>

Zero Toxic

The information project against prejudice, ablism, discrimination, bullying at hatred.

<https://plusvalue.dudaone.com/zerotoxic>

<https://keithmckenzie.weebly.com>

<https://plusvalue.dudaone.com>

