

Analysis & Comments

Work Capability Assessment: Activities & Descriptors consultation paper

A document by Department for Work & Pensions

General public version of a summary
response to the easy read
publication

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With extracts from

▼ **Plus Value Awareness**



The Response is written by Keith Mckenzie



Contents

Page 3: Language, description and approach

Page 4: Opportunities & other factors

Page 5: Other reaction to the easy read version of the DWP document

Page 6: Additional Information

Page 7: Connected Solutions

Page 8: Useful links online

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

Language, description & approach

Language & description

The report needs to be rewritten again and must represent the variety of disabilities accurately and appropriately.

I suggest it should be presented similar to

- * general disabilities: including physical & blindness
- * neurological related difficulties: learning disabilities and independent people with neurological difficulties (we must not lump everyone in the same brush as they are various on intelligence levels skills and challenges)
- * Non visible disabilities: rated to injury and long-term challenges that affects a function of a particular body where it's legs back facial for example.

Approach

Any approaching anyone with a accessing opportunities certain factors needs to be monitored and considered

- * a person sense of purpose & intentions
- * Their effort to take control on the matters affect the work, presence and disability or difficulties
- * Additionally for neurological difficulties to access or to sign post or to access an extra layers of learning so a person's difficulties is not a liability at the working environments including people skills, interpersonal skills, how to cope with situation beyond general circumstances and beyond how they would normally copy. This enable to be prepared and adaptable.

Work Capability Assessment: Activities & Descriptors

Opportunities & other factors

Accessing opportunities

The document doesn't mention the changes and boundaries people with a variety of disabilities faces when accessing and maintaining employment. For example if a person like myself was applying for a job it's not just about the occupation and expected skills & requirements, it is also related to the working environment, the support mechanisms and structure, how accommodating and patient the staff are and must adjustments they can make including micromanaging and using physical or digital tools to prevent their difficulties affecting their role & presence. Some people and others are risk of bullying and how it can affect a person to maintain work.

There was no mention of examples of how certain people with neurological difficulties which affect working and coping at working environments. Includes short term memory, people skills, ability speeds, risks if a persons is pushed beyond the abilities and coping mechanism along with coping with tasks and environment beyond the person can usually manages. Also the implications of the person is pushed too far not only with anxiety & mental health but also mental fatigue and tension headaches. Without understanding and knowledge the conventional medical treatments and intervention can make the problem, being support and the space to recover is equally important.

Because short term memory can affect academic qualifications, it needs to be considered on how to bridge the gap to skilled and talented people without automatic rejection.

Other factors

I feel that the overall point needs to be widened beyond accessing employment but also accessing education, training and volunteering. It is also important to build and update skills and abilities. However, though my experiences it is now much harder to access volunteering as the approach and process are very similar and in some cases identical to a job application (I face a lot of discrimination when there will not make reasonable allowances and expect to mask my difficulties unrealistically) to a person's difficulties. Also, support needs to be improved for supporting ambitious people to start their own enterprise. Especially if a person's personal qualities, strengths and attributes could be beneficial in running a business, charity or a social enterprise. (I have faced a lot of discrimination when applying for start-up programmes and been rejected with no accommodation of the difficulties I live with)

Work Capability Assessment: Activities & Descriptors

Other Reaction to the easy-read version of the DWP document

On the document, it mentions about reducing mobility capacity, however there are no implications of a risk if a person if anxiety stress affects a person walking. (Such as Shaky, agitated and hate crime incidents). There are other factors outside work would affect their job including abuse in relationships any communities and disability hate crime. There was no mention after challenges which people with neurological difficulties face including anxiety and mental health.

Because disability hate crime is on the increase how to make sure a person with a variety of disabilities are not compromised through prejudice, ablism, discrimination, bullying at hatred.

Further examples of this point is available on the personal version of this response document

For example for anyone with an specific difficulties accessing work, they have to address certain difficulties would affects how well or well or not it's not just the skills they can offer is the working environment can they cope with a patient that's expected of them. So can the environment be support at accommodate which enable a person to micromanage which enable them to be self-driven.

The information has been written I'm extremely disappointed that the document did not mention about some of the unique skills and abilities some people with disabilities have or stop for example it is clearly mentioned that many people we knew logical difficulties have a variety of strengths positive attributes for stop it is important that the this this also be considered on any opportunities.

They want to change the getting about activity component however this suggestions disregard potential challenges a person may face.

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Work Capability Assessment: Activities & Descriptors

Additional information

It is essential that support and training provider have better support qualities, patience and make reasonable allowances.

We need to also value disabilities in work and enterprise. This means setting some standards must be included which accessing opportunities respecting so a person's human rights are protected against discrimination, abuse, bullying and hated. I feel this to be part of a standards checklist to make sure that negative factors are reduced.

There are many positive achievers which people with disabilities difficulties which all disabilities can aspire to. So rather making lectures in related to remarks i have in politics such as sense of purpose we need to be considered to inspire others on what can be possible in employments, communities and in businesses.

Further examples of this point is available on the personal version of this response document

Work Capability Assessment: Activities & Descriptors

Connected solutions

Some people could be pressurised to separate personal experiences to work without realising a person's difficulties affect every aspect of life. So if a very bad situation occurs at a person can cause a negative affect coping at work.

It is also important to have joined up thinking between different government departments & local governments and others to make sure of a factors don't affect disabilities into work. This is to make sure the every aspects of life which affect a person with all kinds of disability does not get in the way or to harm any employment and enterprise prospects and opportunities.

Social care, social services & support providers:

Some people who face support living. Due to the inflexibility of support providers and social services could disrupt a person's work ethics for example due to made to receive support during the daytime which makes it harder to balance their life appropriately and progress faster to situations and procedures to improve employment prospects. This can affect people to focus on accessing opportunity without disruptive destructions. Also the project director feels that support providers needs to widen their remit with examples such as applications & interviews.

Home office, local government & community groups:

More needs to do be done more to done against discrimination, ableist behaviour and disability hate crime. This can affect people to maintain work if this calls a negative side effects if a person copes and especially if the person is not well supported on this matter at work at home.

Department for transport, transport operators, transport authorities and transport related partnerships:

More is needed widen approach about disability (including non- visible disabilities and neurological) on transport and do more to prevent hostile attitudes by impatient passengers and staff. Must do better against discrimination ableist behaviour and disability hate crime. This can affect people getting around and therefore affects punctuality and efficiency at work.

Work Capability Assessment: Activities & Descriptors

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>

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