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Help to find employment if you have a disability or health condition

The Disability Discrimination Act (this Legislation has now been replaced with the Equality Act 2010)

The Act makes it unlawful for employers to discriminate against employees or those seeking employment who have a disability. Under the Disability Discrimination Act your employer has a legal duty to make 'reasonable adjustments' to ensure that you are not put at a disadvantage in your work environment or work practice. The Equality Act 2010 contains a new provision which limits the types of questions that an employer can ask about disability and health when recruiting new staff. For further information please contact DIAL Doncaster on 01302 327800.

Jobcentre Plus Disability Employment Advisers

If you have a disability, the Jobcentre Plus office can offer you help and advice if you are looking for employment or thinking of a job change. *Disability Employment Advisers are based within the Jobcentre Plus office and they can offer you:*

- An employment assessment - identifying types of work and training that is suitable for you
- A referral, if required, for a specialist employment assessment with a Work Psychologist
- A referral to the work programme for disabled people
- Inform you of jobs available that match your experience and skills
- Information on employers in your local area that have adopted the 'two ticks' disability symbol

For more information please contact:

Jobcentre Plus Disability Employment Advisers
Crossgate House
Wood Street
Doncaster
DN1 3LL
Tel: 0345 604 3719
Website: www.gov.uk

The Disability Symbol



Look out for employers using the disability symbol as they are positive about employing disabled people and will be keen to know about your abilities. You may see this symbol on job advertisements, in the newspapers at the Jobcentre Plus office or on a job application form from an employer. Ask your Disability Employment Adviser for more information about the symbol and employers locally who use it.

Useful Contacts

Doncaster Deaf Trust

Leger Way
Doncaster
DN2 6AY

Tel: Reception 01302 386 700

Email: enquiries@ddt-deaf.org.uk

Website: www.deaf-trust.co.uk

The Specialist Employability Support programme offers specialist support to disabled people with complex or multiple barriers preventing them from finding work.

Prince's Trust - Yorkshire and Humber

4th Floor
Airedale House
Albion Street
Leeds
LS1 5AW

Email: webinfoyh@princes-trust.org.uk

Website: www.princes-trust.org.uk

Provides practical and financial support to young people in need. Helps to develop key skills, confidence and motivation enabling young people to move into work.

Shaw Trust Industries

Cedar Road
Balby
Doncaster
DN4 9HT

Tel: 01302 854 531

Email: sales.doncaster@shaw-trust.org.uk

Website: www.shawtrustindustries.com

Social enterprise and vocational training centre offering a range of training and work experience opportunities.

Minimum Wage

As of April 2019, all workers aged over 25 are legally entitled to at least £8.21 per hour. The minimum wage for 21 to 24 year olds is £7.70, 18 to 20 year olds £6.15 and under 18s £4.35, Apprentice £3.90 from this date.

If you would like advice about how going back to work or taking on voluntary work can affect your benefit entitlements and what extra help you may get once you start work, please contact DIAL Doncaster on 01302 327800.

Work Schemes and Programmes

Access to Work

Operational Support Unit
Harrow Jobcentre Plus
Mail Handling Site A
Wolverhampton
WV98 1JE

Tel: 0345 268 8489

Textphone: 0345 608 8753

Email: atwosu.london@dwp.gsi.gov.uk

If you are unemployed, self employed, and you are disabled, or in a job and you need to get a job, keep a job, or make progress in your career, access to work can help in a whole range of ways.

For example, Access To Work can pay for:

- A communicator for people who are deaf or have a hearing impairment.
- A part time reader or assistance at work for someone who is blind.
- A support worker if someone needs practical help either at work or getting to work.
- Equipment (or adaptations to existing equipment) to suit individuals needs, however, Access to Work **will not** fund items which are regarded as standard equipment, standard business costs or standard health and safety requirements. This means that any item which would normally be needed to do the job, whether a person is disabled or not, will not be paid for. The Jobcentre Plus has issued guidance listing examples of items that should be considered as standard equipment and so cannot be funded by Access to Work.
- Adaptations to a car, or taxi fares or other transport costs if someone can not use public transport to get to work.

Work Choice

Work Choice assists disabled people to find employment and can provide support once employment has commenced. The support is tailored to meet the individual needs of disabled people.

Work Choice is delivered through 3 modules, each providing a flexible support service that is responsive to an individual's employment needs whatever their disability.

Module 1: Work Entry Support

This will last up to 6 months. You will receive help with personal skills and be given advice that is work-related e.g. confidence building, job search advice and support with job applications.

Module 2: In-Work Support

This will last for up to 2 years. You will receive help and support to start work and to stay in your job.

Module 3: Longer-term In-Work Support

Module 3 will provide longer-term supported employment and where appropriate help to move into unsupported work.

For further information on the employment programmes available contact the Disability Employment Adviser at your local Jobcentre Plus office.