

Cyflwynwyd yr ymateb i ymgynghoriad y [Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol](#) ar [Anabledd a Chyflogaeth](#)

This response was submitted to the [Equality and Social Justice Committee](#) consultation on [Disability and Employment](#)

DE31

Ymateb gan: Universal Inclusion, Jacqueline Winstanley, FRSA & CIMR Birkbeck, Prof. Helen Lawton Smith | Response from: Universal Inclusion, Jacqueline Winstanley, FRSA & CIMR Birkbeck, Yr Athro Helen Lawton Smith

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**EVIDENCE SUBMITTED TO THE SENEDD EQUALITY AND SOCIAL JUSTICE  
COMMITTEE INQUIRY INTO  
THE DISABILITY, EMPLOYMENT AND PAYMENT GAP  
11th November 2024**

**Joint submission between:**

**Universal Inclusion, Jacqueline Winstanley, FRSA  
& CIMR Birkbeck, Prof. Helen Lawton Smith**

Our evidence relates specifically to this extract from the 'Locked Out' report and in particular we advocate a paradigm shift where rather than seeing the disability and employment and pay gap as a welfare issue but move to effectively resourcing disabled people to become leaders in the creation of innovation and enterprise.

*'We call on Welsh Government to introduce a proactive policy on disability budgeting. The genesis of this idea comes from the concept of Gender Budgeting. This involves analysing a budget's differing impacts on disabled and non-disabled people to guide the allocation of resources to address a range of inequalities that have become embedded in public policies. Large attainment gaps between disabled and non-disabled people in education, employment, health, housing, entrepreneurship and public and political life persist. Disability budgeting is a way for Welsh Government to promote equality through fiscal policy.'*

We believe governments continuing response to the disability employment and pay gap citing it as a burden on the tax payer and a contributory factor to the increasing welfare budgets is a key factor in its failure to make sustained progress in their reduction.

In addition to this in doing so alongside the absence of any real commitment to effectively resourcing disabled people to become leaders in the creation of innovation and enterprise governments fail to appreciate the positive socio economic benefits, increased GDP, improved health and wellbeing and reduction in the disability employment and pay gaps in doing so.

There is both anecdotal and early stage research in this area most notable the Lawton Smith, H., Winstanley, J., et al. 2023 The Road to Wonder. A study exploring the barriers and opportunities to creating innovation and enterprise by disabled people. Oxford, UK: Innovation Caucus.

This study comprised of a survey, focus groups from Wales, England, Scotland and Northern Ireland, grey literature on innovation, entrepreneurship and disability, a systematic review of the academic literature and a Labour Workforce Survey.

**ROAD TO WONDER REPORT**

[https://www.universalinclusion.co.uk/images/Road\\_to\\_Wonder\\_Final\\_Report\\_2024.pdf](https://www.universalinclusion.co.uk/images/Road_to_Wonder_Final_Report_2024.pdf)

The study considered not only the barriers faced by disabled people who wish to create innovation and enterprise

- Perception and Discrimination
- Access to Finance
- Lack of Bespoke Business Support Networks which include a health and wellbeing strand
- Access to practical disability related support
- Difficulties navigating access to work award

It also looked at the business types, motivations for creating innovation and enterprise, the role of mentoring, contributing to the economy, positive impact on health and wellbeing and impact beyond turnover, It noted the positive correlation between acquiring new access to work award and the creation of innovation and enterprise.

The study concluded with recommendations for government / policy changes which would lead to the effective resourcing of disabled people to create innovation and enterprise and reduce the disability employment and pay gap, outlined in the extract below full details in the attached report.

- **The importance of well-designed government initiatives**
- **The role of regional factors**
- **The need for a cultural shift in perception and effective resourcing**
- **The positive impact on health and wellbeing**
- **Recognising that intersectional discrimination limits innovation**
- **Promoting awareness and ethical collaboration**

One of the important things to come out of the study, earlier and further research undertaken by the co authors, the Inclusive Entrepreneur Network and the work of the APPG for Inclusive Entrepreneurship is the breadth of innovation and enterprise which this sector is creating and although data is lacking in the complete picture we know that in the U.K. 14% of working age disabled people are choosing to create innovation and enterprise compared to 12% of their non disabled peers which reflects the findings of our study which highlighted a key factor leading to this was the inability to get / remain in mainstream employment.

We have listed below in support of our call for a paradigm shift example of good practice.

### **Road to Wonder Report**

Please click on this link to view the 'Road to Wonder' report which was launched in 2023 and now formally published.

[https://www.universalinclusion.co.uk/images/Road\\_to\\_Wonder\\_Final\\_Report\\_2024.pdf](https://www.universalinclusion.co.uk/images/Road_to_Wonder_Final_Report_2024.pdf)

### **The 695th Lord Mayor's Lecture Series**

**Disabled Entrepreneurs In London: Are They Getting A Fair Deal?**

<https://www.greshamsociety.org/webinar/12029/>

### **An Inclusive World Media City 2023**

<https://youtu.be/JJJ0Wlej2EU?si=L3UnvZRv9hxxg1SxT>

### **Lending Standards Board Insight Report**

<https://www.lendingstandardsboard.org.uk/inclusion-in-business-banking-credit-disability-and-other-access-needs-report-launched/>

### **OECD The Missing Entrepreneur**

<https://www.oecd-ilibrary.org/sites/230efc78-en/index.html?itemId=/content/publication/230efc78-en>

### **Our submission to Select Committee**

[committees.parliament.uk/writtenevidence/130301/pdf/](https://committees.parliament.uk/writtenevidence/130301/pdf/)

### **Vorley, T., Lawton Smith, H., Coogan, T., Owalla, B. and Wing, K. (2019). Supporting diversity and inclusion in innovation.**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/902986/InnovateUK\\_Supporting\\_Diversity\\_and\\_Inclusion\\_in\\_innovation\\_WEBVERSION.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/902986/InnovateUK_Supporting_Diversity_and_Inclusion_in_innovation_WEBVERSION.pdf)

### **APPGIE Infographic - Our Year in Westminster 2020-21 Audio & BSL edit**

[https://youtu.be/q2p4D\\_TDhQY](https://youtu.be/q2p4D_TDhQY)