

OUT OF SIGHT - OUT OF WORK



73%

13/07/26

LORD HOLMES OF RICHMOND MBE

OUT OF SIGHT - OUT OF WORK

Report on the employment gap for Blind and Partially Sighted people in the UK

by

Lord Chris Holmes

73%

- not enabled, not empowered, not employed.

Talent is everywhere. Opportunity is not.

Addressing the 27% Employment Rate of Blind and Partially Sighted People

A Call for a Government Taskforce / Action

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Foreword: Leadership not Limitation

Today the employment rate in the UK according to the Office for National Statistics, if you are non-disabled is 83%¹ - if you are blind and partially sighted (BPS), it is 27%.²

This is a shocking statistic, behind it sit hundreds of thousands of human stories of un-enablement, un-empowerment and unemployment.

The statistic is made even more sobering in that it has not changed in decades. Currently, we have one of the highest employment rates in history - not if you are blind. In fact, since 2018 the numbers have got even worse.

According to analysis by the Royal National Institute of Blind People (RNIB) of the Labour Force Survey 2024, since 2018 the employment rate has been falling for people who describe themselves as having difficulties seeing despite increasing for the broader population.³ The UK is losing billions in potential economic contribution because of inaccessible recruitment systems, inadequate employer support, and a lack of targeted government action.

27% employment versus 83% of the general population is not inevitable – it is systemic. Inclusion must be designed from the outset – inclusive by design – not retrofitted. The cost of getting it right is negligible compared to the cost of exclusion. If BPS people were employed at the same rate as the general population, UK GDP would rise significantly from increased tax receipts, reduced welfare expenditure, and the economic value of thousands of skilled, motivated workers. If it is not addressed, the gap will only widen as the number of people living with sight loss is set to double by 2050, according to RNIB.⁴

Setting out the findings of this Report in a broader context, we need to understand the gap and the full extent of it as it touches upon all areas of an individual's life starting from education transition,⁵ transport to/from work,⁶ training and development, social awareness, fragmented and inconsistent bureaucracy, benefit gaps, all much due to a lack of clear, consistent and coherent guidelines, as well as the current legal framework. The gap has an undisputable negative impact on an individual, and at a social and economic level.

This is not about impairment. This is about systems, structures, leadership, attitudes and accountability.

¹ Office for National Statistics (ONS) Labour Force Survey (LFS), 2025.

² ONS dataset A08: Labour market status of disabled people, and the Government annual report: The employment of disabled people 2025, and RNIB, Employment Report, 2020, Employment facts and stats 2020, RNIB.

³ RNIB, Secondary Analysis on the Labour Force Survey, August 2024, Read a research report on employment of people with sight loss in 2022, RNIB.

⁴ Key Statistics About Sight Loss, RNIB.org.uk - <https://www.rnib.org.uk/professionals/research-and-data/key-information-and-statistics-on-sight-loss-in-the-uk/>

⁵ Think Work First: The transition from education to work for young disabled people – published by the Authority of the House of Lords, 15 October 2024,

⁶ Pathways Work Green Paper, Guide Dogs for the Blind. “64% of people reported that a lack of accessible transport prevents them from getting into and sustaining employment. Overall, there continues to be a lack of accessible, affordable, and reliable transport option.”

This Report is the result of a series of one-to-one interviews and roundtables with BPS individuals, employers, professional organisations, and sight loss sector and disabled people's organisations during Q1 2026.

It leads to a clear conclusion: creating a more inclusive and equitable employment landscape for BPS people requires the collective efforts of the UK government and employers. Both have a critical role to play in closing the gap. If the government is serious about its ambition set out in the "Get Britain Working" White Paper, to reach 80% among the working age population,⁷ the crucial first step is to set up the **Government Taskforce – The Out Of Sight - Out Of Work Taskforce** – to start leading on actions to close the BPS employment gap. The Taskforce must be led by the Minister for Disabled People who will have responsibility for its work, progress and outcomes. The Taskforce will monitor and report on all the recommendations in this report and lead on those that the DWP and wider government have direct responsibility for.

The time for talking is well passed. It's time to act, to enable, to empower. It's time to lead and enable hundreds of thousands of BPS people into employment.

Lord Chris Holmes of Richmond

⁷ "Get Britain Working" White Paper, published by the Department for Work and Pensions (DWP) 26 November 2024.

Recommendations: The Gap We Can Close

Following a series of one-to-one interviews and roundtables with BPS individuals, employers, professional organisations, and sight loss sector and disabled people's organisations during Q1 2026, this Report identifies and examines the four key systemic barriers behind the shocking employment gap between BPS people, currently standing at just 27% compared to 83% for the general [non-disabled] population.

The four key systemic barriers identified are:

1. Policy, Funding and Accountability

2. Employer Practices and Workplace Barriers

3. Data and measurement

4. Technology

The Report then sets out practical recommendations for reform.

Key Recommendations:

Policy, Funding and Accountability

1. Establish a government Taskforce with cross-department authority lead by the Department for Work and Pensions (DWP).
2. Develop service-level standards for Access to Work (ATW).
3. Mandate sight loss training for ATW assessors and Disability Employment Advisors (DEAs).
4. Access expertise and training by working with the sight loss sector specialist and professional bodies.
5. Review, change, where necessary, and create a joined-up approach to the various schemes set up to assist including ATW, Connect to Work and Disability Confident.
6. Work with vendors and use procurement leverage to develop and deliver clear, measurable, accessibility standards.
7. The DWP Taskforce to create a clear framework for outcome-focused delivery rather than a sub-optimal system structured around cost control.
8. The DWP Taskforce to work with partners to scale proven specialist-led models nationally.

Employer Practices and Workplace Barriers

1. The DWP Taskforce to work with BPS individuals and the sight loss sector to review and update the Disability Confident scheme and strengthen validation through measurable employment outcomes.
2. The DWP Taskforce to work with an expert accessibility panel to create clear accessibility standards for recruitment technology providers.
3. The DWP Taskforce and Department for Business and Trade (DBT) to establish a task-and-finish group of experts in accessibility technologies and recruitment to create Statutory Guidance mandating transparency in every element of the recruitment journey and adjustment processes.
4. The DWP Taskforce to publish guidance for employers helping them to establish clear organisational ownership of inclusion and accessibility with decision-making authority. Employers must ensure that inclusion and accessibility accountabilities are structured across their organisation not just fenced in HR.
5. The DWP Taskforce must undertake a review of the current apprenticeships programme and introduce changes to ensure their full accessibility including endpoint assessments.
6. The DWP Taskforce must work with BPS individuals and the sight loss sector to co-create employment information available in multiple accessible formats.
7. The DWP Taskforce must undertake a review of supported internship programmes to draw out their key success principles and produce a clear plan for effective expansion.
8. The DWP Taskforce must undertake a review of peer and reverse mentoring programmes to draw out their key success principles and produce a clear plan for their expansion.

Data and Measurement

1. The DWP Taskforce must work with BPS individuals and the sight loss sector to introduce national data standards for BPS employment measurement.
2. The DWP Taskforce must introduce a methodology and system to enable the tracking of employment data longitudinally: capture data at ophthalmology registration point, and track employment status at every interaction over time.
3. The DWP Taskforce must publish an annual report to both Houses of Parliament on its progress.
4. The DWP Taskforce must undertake research and produce a plan to enable the transition of the disability pay gap to outcome-focused data to ensure it is clearly connected to enabling change.
5. The DWP Taskforce must undertake cross-government working to introduce algorithmic transparency standards in public employment status.
6. The UK and EU must work together, through the Taskforce, to increase regulatory clarity around data and measurement collection to unlock progress.

Technology

1. The DWP Taskforce must work cross-government to:
 - set the standard by making accessibility compliance a condition of public procurement;
 - develop and publish national interoperability guidelines;
 - establish baseline assistive technology standards for large employers - providing more detail and examples to support employers, as well as holding employers more accountable;
 - invest in digital skills training – from schools to university to work;
 - scale successful models from other UK government and industry-based hiring initiatives with similar aims.

The Systemic Barriers

1 - Policy, Funding and Accountability

Support does exist, but it is fragmented, inconsistently applied and badly sign-posted.⁸ Responsibility is dispersed across departments, schemes and agencies, with no single body neither overseeing nor accountable for outcomes. The result is a landscape that is technically extensive but practically overwhelming. For individuals navigating it, the system is not enabling, it is exhausting.

- **Access to Work**

ATW is widely valued.⁹ When it functions well it is transformative. However, participants consistently described the scheme as increasingly unpredictable. Delays, extensively reported on by RNIB,¹⁰ were repeatedly referenced as being six to thirteen months¹¹ against the official ATW target. Renewals are often treated as new applications. Guidance appears to shift, and funding decisions lack transparency.¹²

For small employers, reimbursement delays create cash-flow crises.

For employees uncertainty discourages career progression. Some reported remaining in unsuitable roles rather than risk reapplying.

Our research indicated that the scheme mostly works for larger employers, (200+ employees).¹³ When support works only for larger employers able to absorb delay, it inevitably becomes partial, patchy and ceases to be a levelling mechanism.

- **Wider Employment Support**

The broader employment support ecosystem is complex and poorly coordinated. Connect to Work, DEAs, Job Centre Plus, and ATW operate in parallel but not always in alignment.

Provision varies significantly by geography, with expertise in sight loss inconsistent, creating a ‘post-code lottery’. Payment-by-results models as well as using large generic providers instead of specialist organisations incentivise easier placements undermining the zero-rejection principle fundamental to supported employment.

If ATW is unable to ‘work’ for all employers and employees alike it not only needs urgent update and reform, but it is also running counter to the government 80% employment ambition.

⁸ “Response to the Pathways to Work Consultation” by Business Disability Forum, June 2025.

⁹ Response to the Pathways to Work Consultation” by Business Disability Forum, June 2025.

¹⁰ Access to Work Delays Report by RNIB, 2022.

¹¹ Oral evidence from Business Disability Forum and BASE – British Association of Supported Employment.

¹² “Changing Attitudes, Changing Lives: An Inquiry into Employer Attitudes and the Employment of BPS People”, published by All-Party Parliamentary Group on Eye Health and Visual Impairment. Report supported and funded by Thomas Pocklington Trust and RNIB.

¹³ Oral evidence from Business Disability Forum.

- **Fragmentation**

Proven models exist, but they are not scaled and quality is not evenly distributed.

There is no measurable national target specific to BPS employment. Reporting is inconsistent with varying definitions and limited transparency. Without targets and a clear, measurable pathway to closing the employment gap - it will not be closed.

Lived Experience

"I was helped with benefits etc to keep us financially stable, but I wanted to work pretty much immediately. I volunteered to have monthly appointments with the DWP even though they weren't overly bothered. But I had to ask for these appointments to stay in the system. I was told by the disability specialist to not bother looking for work and just stay on benefits because that would be easier for me. And that phone call was probably the hardest moment in my life because I had been looking forward to that phone call for weeks..."

"In my case, my business was delayed by several years because at the time Access to Work could not even loan me some voice recognition software to do my business plan. So, Access to Work were like, 'can't help you unless you have a business plan' and I said 'I can't do a business plan without this technology'. And we were at an impasse. Some people have already had to close down their businesses that are self-employed. [...] and the knock-on effect is that my health has deteriorated..."

"...there is a system that says it's there to help, and we've got a government saying they want us to be in work, to pull the rug out from under us when we're really trying to get out of, often, a poverty gap [...] is unhelpful."

Recommendations

1. Establish a government Taskforce with cross-department authority lead by the Department for Work and Pensions (DWP).
2. Develop service-level standards for Access to Work (ATW).
3. Mandate sight loss training for ATW assessors and Disability Employment Advisors (DEAs).
4. Access expertise and training by working with the sight loss sector specialist and professional bodies.
5. Review, change, where necessary, and create a joined-up approach to the various schemes set up to assist including ATW, Connect to Work and Disability Confident.
6. Work with vendors and use procurement leverage to develop and deliver clear, measurable, accessibility standards.
7. The DWP Taskforce to create a clear framework for outcome-focused delivery rather than a sub-optimal system structured around cost control.
8. The DWP Taskforce to work with partners to scale proven specialist-led models nationally.

2 - Employer Practices and Workplace Barriers

Employers are not hostile. They are uncertain.¹⁴

But uncertainty creates exclusion.

While the Equality Act requires employers to make reasonable adjustments, many remain unaware of their obligations or lack confidence in how to implement them. The APPG inquiry *“Changing Attitudes, Changing Lives”* found that 60% of businesses¹⁵ say they would make the necessary adaptations, but confidence and accountability are missing, as well as consistent support from the government. Legislation is only one part of the process.

Employers must ensure cross-organisational ownership, and accountability. Without this, inclusion is always in danger of becoming at best aspirational rather than operational.

• Recruitment: The First Barrier

The APPG inquiry also found 48% of businesses do not have fully accessible recruitment processes.¹⁶ With over 90% of jobs now advertised and applied for online, not everyone can access those jobs. Applicant Tracking Systems (ATS) create an invisible barrier before talent is even assessed. Such systems are often difficult or impossible for screen reader users to access - *“shut out before we have even started”* as one respondent accurately put it.

Screen reader compatibility issues, unclear recruitment stages, inaccessible psychometric testing, and the absence of clear and accessible contact points (phone or email) all contribute to early exclusion. Internal responsibility was found to be fragmented, unevenly split between HR, IT and line managers – often with no single owner accountable for accessibility.

Early disability disclosure requirements can further disadvantage candidates. Meanwhile, the Disability Confident badge, while well-intentioned, is statistically ineffective and in need of urgent review and updating. With a lack of meaningful checks and validation once the organisation reaches level 1 or 2, it is not set up to act as an effective change enabler. Furthermore, with the world increasingly moving to AI-based screening tools, Disability Confident risks becoming irrelevant.¹⁷

• Confidence, Misconceptions and Inclusive Design from the Outset

Employer hesitation often stems from fear – of getting it wrong, of complexity, of cost. It is also a consequence of lack of education. There is a critical need for increased awareness and education among employers regarding the capabilities and potential of BPS individuals.¹⁸

¹⁴ “Response to the Pathways to Work Consultation” by Business Disability Forum, June 2025.

¹⁵ All-Party Parliamentary Group on Eye Health and Visual Impairment, *“Changing Attitudes, Changing Lives: An Inquiry into Employer Attitudes and the Employment of BPS People, 2024”*, p.6 (YouGov poll of 2,000 UK employers, Autumn 2023). Report supported and funded by Thomas Pocklington Trust and RNIB.

¹⁶ Ibid., p.6.

¹⁷ “Report on Removing Barriers for Disabled People in Hiring” by Better Hiring Institute.

¹⁸ All-Party Parliamentary Group on Eye Health and Visual Impairment, *“Changing Attitudes, Changing Lives: An Inquiry into Employer Attitudes and the Employment of BPS People, 2024”*, p.6 (YouGov poll of 2,000 UK employers, Autumn 2023). Report supported and funded by Thomas Pocklington Trust and RNIB.

Yet most accessibility adjustments are low-cost and straightforward when implemented from the outset. Inclusive design of systems, processes and products transforms outcomes and reduces cost when implemented from the outset. Retrofitting creates expense and delay; designing inclusively reduces both.

The shift to increased remote and hybrid working should have significantly increased disabled employment participation. It has not. This suggests that structural barriers extend beyond location flexibility.

• Funding and Practical Support

The same APPG inquiry found that 47% of UK employers do not know where to find funding to help cover the extra costs of practical support for disabled employees.¹⁹ Smaller businesses in particular struggle with reimbursement delays through ATW, which can extend far beyond official timelines. For most, waiting six to thirteen months – not the official 20 weeks – for reimbursement is unsustainable. The result is that only 8% of small employers are using this support.²⁰

This acts as a barrier both to BPS people getting their first step on the career ladder and, indeed, those currently in role and looking to progress.

• Mentoring and Internships are Crucial

Direct employer experience breaks perception barriers: when candidates demonstrate capability, supported by the appropriate technology and structured mentoring, employers gain confidence to hire and hire again. The internship programmes organised by the Thomas Pocklington Trust were referred to frequently in our research.

Internships, apprenticeships and reverse mentoring work to demonstrate capability, to break down uncertainty, and are seen as hugely beneficial. However, provision remains inconsistent and fragmented. There is currently no coordinated national system to scale the models that have demonstrably evidenced their value and replicable success.

Lived Experience

“Employers think ‘Blind, blind. Oh gosh, what do I do?’ which creates hiring hesitation.”

“...employer attitudes is a huge one. Just the understanding of employers around what BPS people can do is still very poor [...] it’s getting that step into employment, just lacks that next step.”

“I think the blind mentors that I had at [a multinational IT firm] were a game changer for me in terms of actually just staying on the job. I was very much at risk of quitting in my first couple of weeks because things were so bad from the very beginning. But if it wasn’t for two or three blind engineers who kind of reminded me of my rights, reminded me of how tough this was, and also gave me real

¹⁹ Ibid., p.6.

²⁰ Oral evidence from Federation of Small Businesses.

tips and tricks for using [...] screen readers, I don't think I would have stayed. And so I think the mentoring piece is exceptionally important. And it would make a lot of sense for that mentor to work directly with HR on the induction."

Recommendations

1. The DWP Taskforce to work with BPS individuals and the sight loss sector to review and update the Disability Confident scheme and strengthen validation through measurable employment outcomes.
2. The DWP Taskforce to work with an expert accessibility panel to create clear accessibility standards for recruitment technology providers.
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3 - Data & Measurement – The Invisible Barrier

We cannot close a gap we do not measure accurately or consistently.

The absence of consistent, impairment-specific data remains one of the most significant structural barriers to progress. Without reliable measurement, policy cannot be targeted, accountability cannot be enforced, and improvement cannot be sustained.

The data gap persists as a top barrier, with GDPR, privacy rules and information security blocking self-ID implementation within businesses, mentioned specifically by one international business participant interviewed. Access to solid, reliable data is key to support managers decisions and delivery of change.

- **The Data Gap Hinders True Understanding**

There is no clear, consistent understanding of how many BPS people, of working age, are actively seeking work, out of work, or underemployed.

Definitions vary. Government labour force surveys rely on self-declaration, while the registration-based figures by RNIB capture a different cohort.²¹

The different government support programmes either don't measure what is needed (ATW) or lack common data standards across the regions (Connect to Work).

- **Inconsistent Measurement**

ATW measures inputs, but not necessarily meaningful outcomes. Connect to Work operates locally, with varying standards. There is no national benchmarking specific to BPS employment rates. International comparison is as good as impossible and therefore, understandably and unhelpfully, absent.

- **Transparency and Algorithmic Decisions**

Participants repeatedly described a lack of transparency in decision-making – whether in recruitment algorithms, benefits systems, or funding assessments.

Guidance appears to shift; appeals are difficult and opaque. Redress is difficult if not impossible.

Without transparency, trust erodes.

²¹ Key information and statistics on sight loss in the UK, www.rnib.org.uk

Lived Experience

“...the ATW data doesn’t measure much, and what it does measure isn’t necessarily what you want [...] and with Connect to Work, I imagine what they will say is ‘Oh it is really difficult because it’s run at the local level and they will have some kind of data’...but some kind of common data standards across the different regions delivering [support schemes] would make a lot of sense.”

“...one of the biggest problems we have both as a sector and as a government, I suppose as a country, is understanding the size of this problem because we don’t have a grip in terms of what the data actually is, whether that be people who are looking for work [or] who are out of work. It is just so mixed.”

“There is no transparency really. Guidance seems to change all the time on how people are assessed or marked against. There are delays, but there’s just no consistency, and lots of the guidance is redacted so no one actually, nobody, never 100% understands how the system works.”

Without addressing these critical data questions any positive change is unlikely. Data enables decisions to be informed, policy can be designed with precision, resources can be more optimally allocated and trust in the system can improve.

Recommendations

1. The DWP Taskforce must work with BPS individuals and the sight loss sector to introduce national data standards for BPS employment measurement.
2. The DWP Taskforce must introduce a methodology and system to enable the tracking of employment data longitudinally: capture data at ophthalmology registration point, and track employment status at every interaction over time.
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4. The DWP Taskforce must undertake research and produce a plan to enable the transition of the disability pay gap to outcome-focused data to ensure it is clearly connected to enabling change.
5. The DWP Taskforce must undertake cross-government working to introduce algorithmic transparency standards in public employment status.
6. The UK and EU must work together, through the Taskforce, to increase regulatory clarity around data and measurement collection to unlock progress.

4 - Technology – Barrier or Bridge?

Technology should be the great enabler. Too often it becomes the silent gatekeeper.

In an era of rapid digital transformation, accessibility should be embedded. Yet technology is frequently layered on top of flawed processes, amplifying exclusion rather than reducing it. According to figures from The Connection Project, between 14 and 22 million in the UK experience at least one significant barrier, risk or dependency in navigating a digital-first society.²²

• Training Gaps

Technology can be empowering, but only when users are correctly trained. Assistive technology often requires training for a user to be proficient on specific platforms as concluded by the World Health Organisation.²³ Training provision remains patchy and inconsistent. Specialist trainers are in short supply.

Employers often lack internal knowledge to support integration and interoperability between platforms and systems as identified by the Business Disability Forum.²⁴

Technology without training is not empowerment. It is frustration and exclusion.

• Interoperability and System Design

Industry innovation often focuses vertically – within products – rather than horizontally across systems. Interoperability between screen readers, enterprise software, banking and business specific systems and AI-driven tools is often inconsistent, partial or non-existent.²⁵

Automatic updates frequently disrupt or completely destroy accessibility. Workplace systems are rarely stress-tested through an accessibility lens before roll-out.

Built-in accessibility features now exist in many mainstream technologies, but awareness and training are insufficient to unlock them.

• Recruitment Technology and AI

AI driven recruitment filtering systems risk embedding bias at scale as accessibility standards for recruitment technology providers are still emerging. Without clear regulation and procurement leverage, exclusion risks becoming automated by design.²⁶

²² “Misconnected – How the UK can choose a better digital future” by The Connection Project, March 2026, p.32.

²³ “Global Report on Assistive Technology” by WHO and UNICEF, 15 May, 2022.

²⁴ “Response to the Pathways to Work Consultation” by Business Disability Forum, June 2025.

²⁵ “Misconnected: How the UK can choose a better digital future” by The Connection Project, March 2026, p.29

²⁶ “The AI Shift – Rethinking Work, Skills and Hiring” by The Better Hiring Institute, 2026, p.3. The report is a result following the All-Parliamentary Party Group meeting on The AI Shift – Rethinking Work, Skills and Hiring, on 27 October, 2025.

- **Day-One Access**

Repeatedly, participants described arriving at new roles without assistive technology configured: being asked to ‘manage temporarily’ with inaccessible tools while waiting for systems to be set up.

Lived Experience

“Every single job I have ever gone into, it’s the same thing on day one. It’s a sighted person giving me non-assistive technology and asking me to use it for a bit. [...] Now, of course, that’s not how it works, and I use this analogy however crude, [...] if you were in an office environment and you said to a new employee who is a wheelchair user, ‘we’re gonna put in a ramp but if you could use the stairs for the first couple of weeks and we’ll get to it when we get to it.’”

“The technology will only be as helpful as the training to use it is. And the availability of that training continues to be incredibly patchy, whether it is provided through Access to Work or where it is provided through an employer. But there is also a short supply of specialist accessible technology training providers.”

“I think there’s a disconnect between all of these systems [...] DSA doesn’t seem to talk to the DWP and Access to Work [...] I only know what I know about any assistive tech because of the secondary school I went to, which was a, a mainstream school, but happened to have a VI department. [...] I only now know more about assistive tech through this (Thomas Pocklington Trust) program. I haven’t been in any discussions about assistive tech for a decade and all of this stuff is very new to me again. And it’s only through communities like this (Thomas Pocklington Trust) that you end up hearing anything [...] there doesn’t seem to be any sort of program extensively about that. [...] if you rely on support workers during your time as a student, which I think is completely fair and valid way to get through, it would be a completely fair and valid way to get through work as well if there were only the systems in place that allowed you to do so. But unfortunately, if those two things don’t agree with each other [...] then people [...] are set up to fail.”

Without addressing these fundamental technology questions candidates and new recruits’ confidence will continue to be undermined, career progression will slow or stall, employers will continue to misjudge and not make the most of their talent and productivity will inevitably reduce. Ultimately, those digital tools with such potential to transform the work experience for BPS employees will unacceptably exclude, discriminate and deny.

Recommendations

1. The DWP Taskforce must work cross-government to:
 - set the standard by making accessibility compliance a condition of public procurement;
 - develop and publish national interoperability guidelines;
 - establish baseline assistive technology standards for large employers - providing more detail and examples to support employers, as well as holding employers more accountable;
 - invest in digital skills training – from schools to university to work;
 - scale successful models from other UK government and industry-based hiring initiatives with similar aims.

Conclusion

The employment gap for BPS individuals has painfully persisted for decades. We know what we need to do to close it.

This is neither a question of charity or morals, there is an economic, a social, a psychological, ultimately a rights-based reasoning for urgent government and employer action.

GDP is being lost, talent is being lost, individual ambitions and futures are being lost.

All avoidable.

The Call to Action:

The DWP must develop and launch the **Out of Sight – Out of Work Taskforce** with Ministerial leadership and responsibility for its work, progress and outcomes.

The Taskforce will lead cross-department to set the pathway for an outcomes-based co-ordinated mission to close the employment gap for BPS people in the UK.

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