Being Self Employed as a Disabled Person
The ADP Employment Series

(main text)

Foreword from the Rt Hon David Blunkett MP, Secretary of State for Education and Employment

I am pleased to be asked to introduce this booklet - one of the first three in a potentially larger series, produced by the Association of Disabled Professionals. These first three, covering self-employment, management and teaching have been funded by the Employment Service, through the National Disability Development Initiative.

I believe that these booklets offer a real opportunity for disabled people to gain a valuable insight, from the experience of disabled people who are already working in those fields. This innovative approach to providing employment advice means that those issues, which are of greatest importance to disabled people, are covered in a realistic and practical way.

I hope that everyone who reads the booklets, benefits from the experience shared by the people who have contributed and feel more informed about the issues facing disabled people in employment today.

(Signature)
David Blunkett

Being Self Employed as a Disabled Person is intended as a starting point for disabled people who are, or who want to become, self employed.

The booklet is divided into four sections

- What is Self Employment? page ?
- More About Self Employment page ?
  Advice and information about self employment
- Some Self Employed Disabled People page ?
- More About Employment and Disability page ?

Signposts to further sources of advice and information relating to employment for disabled people

Key to symbols
(NOTE FOR TRANSLATORS: the letters will be replaced by symbols, but are given here for your information)

m postal address           p telephone (voice)
f fax                      t textphone
e e-mail address

What is self employment?

(ADP logo)
A self employed person is someone who runs his or her own business or company, or earns money on a freelance basis. There are different forms of self employment. The common types of business are outlined below.

**Sole Trader: One person sets up a business.** This is fairly simple and perhaps the easiest option. You need to register with the DSS and the Inland Revenue. The trader takes all the profits and can prepare and submit accounts. However, the trader has unlimited personal liability, which means that personal belongings can be at risk if debts are incurred.

**Partnership: Two or more people run a business with a common view to making a profit.** Legal formalities are not essential, but they are strongly recommended. As partners you share skills and knowledge, and pool resources. You may be able to cover for illness or holidays. However, each partner is liable for all business debts, and so personal effects can be at risk. The action of each partner is binding on the others.

**Limited Company: The company is registered and becomes a legal body in its own right.**

Personal liability is limited. However, the Company must be registered and setting it up will cost money. Accounts must be audited and extensive record keeping is required.

Self employed people are responsible for paying their own tax and National Insurance contributions. Some people don’t know whether they are self employed or not. If you are unsure about your exact status, contact your local tax office for advice. Self employment is a popular choice for disabled people because it offers the opportunity to work flexible hours. It is more accessible to many disabled people. However, becoming self employed can be complicated and you need to plan carefully. If you are thinking of starting up a business using your home address, you should let your mortgage lender or landlord know, as you could be breaching your mortgage or tenancy agreement.

Before you become self employed, you should:

- write a business plan setting out the aims, objectives and projected income for your business. Many banks insist on reading your business plan before allowing you to open a business account.
- You may also want to:
  - set up a business bank account
  - get training in business administration
  - talk to an accountant about financial planning

Before deciding to take out a business loan, be sure to get proper financial advice.

* A word of warning from the Chair of ADP

“Self-employment is a risky business. There is no guaranteed pay cheque. Sometimes people don’t pay you, even when you have done the work or supplied the goods. Work can be hard to get. If you don’t succeed, you can become bankrupt. That is why I chose the relative security of registering my business as a limited company. Being a limited company doesn’t help when you need to borrow capital to finance the business. Banks and other lenders usually want security for a loan. I am not prepared to give my accessible house in security as I would probably end up in a

(ADP logo)
residential home if I lost it.”

More About Self Employment

“Starting Your Own Business?” “Self Assessment: A guide to keeping records for the self employed” are two of the leaflets for self employed people produced by the Inland Revenue. If you want to start a business, tell your local tax office (Inland Revenue). They will advise you on tax and National Insurance Contributions. Their number is in the phone book.

Your local TEC (Training and Enterprise Council or Local Enterprise Company in Scotland) will be able to tell you what courses or support groups there are in your area for self employed people. They also administer Small Firm Training Loans (SFTL) which can help you borrow the money you need to pay for training and for consultancy advice on training matters. Repayments are deferred for up to 12 months during which time the Department of Trade and Industry pays the interest. Contact your local TEC or ring: 0800 1326600 Fax 01925 629499 for more information.
≡ Find your local TEC in the phone directory or from your local library.

Business Link is a national support organisation. You may be able to get some start up funding and they can advise you.
≡ Locate your local Business Link by ringing the Business Link Sign Post line on: p 0345 567 765 or f 0207 557 7301

The Prince’s Youth Business Trust may give funding for new businesses set up by young people including disabled people aged 18 - 30. There are a number of regional offices. Ring to find out your nearest - Freephone 0800 842 842 Minicom 0171 543 1293

The Arts Council of England (ACE) provides information about arts funding and regional arts boards. The ACE On Line register of Arts Consultants and Trainers is located at: http://www.arts-consultants.org.uk
m 14 Great Peter Street, London SW1P 3NQ p 0171 333 0100 t 0171 973 6564 f 0171 973 6590

The Federation of Small Businesses offers many valuable services and networking opportunities for its members. For more information, contact them at: m 2 Catherine Place, Westminster, London SW1E 6HF p 0171 2337900

The Chamber of Commerce is a locally based organisation that offers similar opportunities. Yellow pages will have your local contact.

Important to remember. A self employed disabled person has a similar entitlement to support through the Access to Work scheme as an employee for a firm.
≡ For more information on support or equipment, contact the Disability Employment Adviser at your local Jobcentre.

A couple of books that might be useful are:
“Self Employment - A Positive Option” a guide to self employment for disabled people produced by RADAR whose details are on page ?. 
"Going It Alone: how to survive and thrive as an independent consultant" by
Sally Garratt (Pub: Gower, £9.95).
Visit your local library for more books and information. Many banks have useful information packs for people thinking of becoming self employed.

Some Self Employed Disabled People.

Eileen Finch has been self employed for nineteen years. She is an Organisational Development Consultant.

“I became self employed because I wanted to earn money and have a family at the same time. Then I became disabled. I get Access to Work funding for a reader, and Fares to Work funding.

My access needs are being met, but more could be done in society, in terms of public transport, improved signage, cultural change and alternative mediums of communication.

When I became self employed, I got an accountant and created my own administration systems. I have gained professional training and academic study in disability equality. I network, market my business and treat myself as a valuable resource! The advantage with self employment is that you can manage your own working environment.

Eileen has a visual impairment.

The next interviewee has been self employed in counselling, supervision, consultancy and training for five years.

“I didn’t want to work for an organisation. I don’t know many accessible organisations. By access I don’t just mean physical but emotional access.

I am insured and I am a member of the British Association of Counselling. I got self employed status for tax purposes. When my income was low I applied for Disability Working Allowance (from October 1999 replaced by Disabled Person’s Tax Credit – details from the Inland Revenue). Recently I’ve done professional advertising - headed paper, leaflets, business cards. I got an accountant for the first year.

I work from home. I have an intercom fitted to open the door from upstairs. I have one room that I use for my counselling sessions. I visit people who are wheelchair users. The advantage with self employment is that I can choose when and how I work and combine a variety of areas. The disadvantages of self employment are not knowing what work I’m going to get. There are some organisations that take forever in paying you. Business resources are expensive. Working from home is isolating. I’m not always meeting my peers to discuss things. This can be an advantage, in that I don’t have constant pressure to do things in a certain way.

This is not advice - more the skills people need to be self employed. You need to be self motivated and organised. Also you need some money in the bank. You just can’t depend on assuming you’ll get work.

You’ve got to enjoy the work you do. Job satisfaction is part of the motivation. It would be useful to have a directory to network with disabled people with similar interests. If you’re self employed as an electrician or plumber, there are
organisations that you could link up to. There should be a professional body for self
employed disabled people.”

This interviewee has a physical impairment.

Molly Barrett has been self employed as a Graphic Designer for fourteen years.

“I do anything from business cards to publicity material and complex book
typography. I became self employed because of my physical deterioration, combined
with an unsympathetic employer.

I don’t earn as much in the same job as someone who is non-disabled, because I
don’t have so much energy. If I were not disabled, I believe I would be in
employment, with all the advantages - not having to work alone, being able to co-train
with colleagues.

The adjustments I need from those I work for are less urgent deadlines. When I have
had to work under severe pressure, I have had to take weeks off work to recover.

Training for specific computer skills is problematic. I don’t have access (through cost,
location and certainty of suitable ergonomic environment) to appropriate training in
website design.

I became self employed before funds like The Prince’s Trust were established, so I
did things on my own. I had some help from ADP, which put me in touch with one of
their members who gave me some encouragement.

The advantage of self employment is that it’s possible to use one’s time flexibly. It’s possible
to avoid comparisons with able bodied colleagues, which can be depressing.

Isolation is the biggest disadvantage with self employment for disabled people. Some aspects of isolation I am able to address via the Federation of Small Businesses, but I don’t have the energy to attend many meetings.

The advice I would give to a disabled person who wants to be self employed is
consider all your options very carefully before you make any decision.”

Molly has Muscular Dystrophy

Andrew Hesser has been the general manager of an international travel company
for three years.

“I manage the retail, marketing, finance, human resources and technology
departments. I became self employed for three reasons:

a. the lack of opportunities for me as a manager without sight;
b. identifying the opportunity to generate sales and establish a business;
c. to make full use of my knowledge and management experience in a senior
position.

I set up a small company with advice from Devon & Cornwall TEC and Business Link.

I require written information on computer disc in text format or by e-mail. I use a
computer with a ’speech output’ from the Access to Work’ scheme. There is a vast amount of printed information that I cannot get easy access to, because it is not
available in alternative formats. I get good support from the Personal Reader Scheme (now Access to Work).

I did a Diploma in Management Studies and a series of business and management courses with the Open University. The main advantage of self employment is control over the work environment and the contents of the job description. In addition, the time-scales and priorities can be set to suit the job and the individual.

To be self employed you need to be able to deal with a wide range of job tasks - from sales and marketing, to dealing with accounts, as well as the actual job.

My advice is to plan the move to self-employment very carefully. Construct a detailed Business Plan. There are many short courses available - free of charge - to assist potential self-employed people. The Prince’s Youth Business Trust has an excellent programme of support. If you've a good business idea, get plenty of advice, prepare well and GO FOR IT!

Andrew is blind

Merry Cross has been self employed as a trainer and consultant since 1981.

“I was one of the pioneers of what we now call disability equality training. My work is training and consultancy. I do quite a lot of writing. I’ve had a book for parents and carers published recently.

My route into self employment was fortuitous. I wrote a letter to Spare Rib saying that I thought disabled people were an oppressed group like women. As a result, a social worker invited me to talk to her team. That’s how it started. It was something that grew rather than an active decision.

When I started, I got an accountant. These days it's more important, because everything is more professional.

The advantage of being self employed is being in control of your own time. When you work for an employer there is enormous temptation to prove you can do as much as your non-disabled colleagues. I know disabled people who are very politically aware and still feel compelled to do far more hours than is good for them. Many employers say “we do not discriminate or support discrimination in any way”, but they don’t know what it means in practice. If you’re self employed you haven’t got to deal with that.

The big disadvantage is around the times where impairment means you can’t work. That's scary.

The advice I would give to other disabled people is to get genned up before you plunge in. Last year was a nightmare for me. I was glad that I had taken out a mortgage insurance policy. I resented paying until I needed it!

Whatever you do, stay connected to the disability movement, for personal and political reasons.

In the past, they’d pick any disabled person who had the confidence to talk to anyone. These days, we have to be organised and professional. Know how to make yourself known. You’ve got to have a suitable base from which to work that’s got enough space. You can’t get away with just a computer on your desk at home. My

(ADP logo)
work has come by word of mouth. You could team up with somebody who is already self employed and get yourself known by being with them.“

Merry has a mobility impairment.

Mat Frazer has been self employed as an actor/musician for 15 years.

“I was a professional drummer in different bands. I've been acting for about four years. I've done drama workshops with groups of young people. I've worked with Graeae Theatre Company, doing forum theatre with schools and colleges. I've acted on telly and in mainstream theatre and I'm doing some presenting. I write songs. At the moment I'm writing music for Graeae.

I'm self employed because that's the nature of being a musician or an actor. You do short jobs. A three months contract is quite a long contract.

I don't have many access needs. I have a dresser on a theatre tour. If I need to do something quickly when something else is scheduled, like a quick costume change, the dresser might be needed to help out.

I went on a training course at Shape, in Music Technology. I'm a member of the disability section of the Equality Committee for Equity, and the Musicians’ Union. The advantage with Musicians’ Union membership is that it ensures a certain level of payment. There are circumstances where if I hadn't had it I might have got less money. The advantages of self employment are: being autonomous; being able to value oneself as an individual; having a higher expectation of oneself. The disadvantages are you have to sell yourself a lot more and often you don't get the job because you're disabled. I don't want to blame the employers because it's a society thing. You have to have your qualifications and everything in tip-top shape because of their automatic perception of you. Sometimes that takes a lot of energy.

That's the minus side of being in the wonderful world of art. The plus side is being quite well known. You tend to be appreciated for what you do rather than what you are.

My advice is realise it takes more energy than working for an employer. Do everything legally. Be insured. Be aware of PACT (now the Disability Service Team), and get what you're entitled to. Be aware of the London Arts Board and the Arts Council - things like that.”

Mat has a physical impairment due to thalidomide.

Rowen Jade has been self employed as a disability equality trainer and consultant for three years.

“I needed flexibility because of my health. I've been training since 1991, when I was part of a co-operative. The other people were on benefits, doing a bit here and a bit there. They couldn't cope with the amount of work I was generating, so I took it on as my own company.

I hadn't a clue what to do about tax, so I went to the Small Business Advisory Centre. I went on a useful training course for women, about starting up your own business. They had speakers from the tax office and somebody who was a professional publicity officer.
At school I encountered a lot of discrimination. When I said that I wanted to be a teacher, most people said “Disabled people don’t do that.”

I think I get less work than a non-disabled person would, but I earn the same amount for a single job. I need 24 hour assistance - that’s relevant for work. I always have my Personal Assistant with me. The adaptations my employers agree to don’t always happen. Their attitude towards me once I’m there in front of them as opposed to negotiating on the phone can be very different.

I think a lot of people employed me because I was disabled, not because I was a good trainer. I learnt on the job. I took an informal apprenticeship with a well respected trainer. Without that, my skills would be very different. It’s important to know other disability equality trainers, and have that informal network.

The advantage of self employment for disabled people is the flexibility of working hours. You don’t have a boss that discriminates against you. I resigned from my job to become self employed. It was a conscious decision. If I’d gone into it having been unemployed for years, it would be much harder.

Examine your options and make sure it’s the right option. Talk to as many people as possible, be realistic about income and goals but remember you can be self employed for six months and then stop, so have a go. Identify your weaknesses and your strengths and ask for help when you need it.”

! Rowan is a wheelchair user.

Alex Snook has been self employed as a private tutor for 8 years.

“Because of my illness I can’t hold down a full time job. At times I have to take a week off.

I fell into self employment. I had to get permission from the DSS to get therapeutic earnings. Flexibility of working hours is the main thing. You’re not the victim of discrimination or bullying at work. The disadvantage is you don’t have any colleagues. It’s isolating. It’s a good option as long as you’ve got some sort of skill or niche in the market. A difficulty is you’re not guaranteed to get income with self employment.”

! Alex has experience of mental distress and a long term illness.

Laraine Callow set up Deafworks 8 years ago.

“At Deafworks, we do deaf awareness, equality training, management for deaf people, signing courses, research and legal work.

I became a supply teacher at the same time as setting up for self employment. The more the business grew, the less supply work I did, until one day I was working full time.

I don’t think a man in my position would be earning as little as I am. They would have found something else by now. When things happen you wonder; is it because I’m female, or because I’m deaf?

I got funding for adaptations from PACT (now the Disability Service Team). PACT have recently agreed to pay for interpreters, which is a step forward. The main
advantage of self employment is that you are in control. You decide on your hours, and who you want to employ.

Building up contacts and networking is difficult. I relied on my contacts in teaching. If I was in a new line of work, trying to find customers would be more difficult.

My advice is listen to what other people tell you, and keep notes. Ask lots of questions and find out how other people do it. Before I started, I went on lots of self employed courses, free courses, one day courses. I strongly recommend them. You won’t earn anything until your third year. Anything you earn goes straight back into the business. I lived on my husband’s salary for the first two years.”

"Laraine is Deaf.

Simone Aspis has been self employed as a trainer and consultant for four years.

“I wanted to work with disabled children in inclusive education. Freelance work gave me a greater flexibility. I was sick of having to deal with non-disabled people who have no politics around disabled people with learning difficulties.

I’m much better working from home, doing what I think is right. I don’t want to be accountable to anybody. People employ me on my terms. I don’t have to mind my P’s and Q’s when I go out. I have fairly strong views about being a disabled person with learning difficulties.

My route into self employment was my experience of working with People First. Undertaking the A’ level sociology course was my foundation to do my own independent thinking.

I need somebody to go through my work to make sure it’s correct - check the grammar and spell check it.

At the beginning I was freelancing and working part time, so I wasn’t able to set up administration systems. Now, I’m beginning to do that. I have been on a Training for Trainers course.

Ninety nine percent of my work comes from giving talks and workshops. People say “I saw you at a workshop. Would you like to do one for us?” It’s networking.

The advantages of self employment are flexibility, being able to work with your own politics. In terms of people with learning difficulties, we’re employed on non-disabled peoples’ terms. Not being in an environment where you’re always having to argue with everybody makes a change for me. But it’s not a regular income. For some people, there’s the benefit trap.

You should ensure you’ve got a good background in what you want to do, offer something that is different around that background. Do formal training courses on the work topic. Get yourself out and about. I sometimes think it’s not worth going out for a short course, but I might meet a lot of important people and it pays dividends.

Simone became disabled when child development tests labeled her as having learning difficulties.

("ADP logo")
More About Employment And Disability

Equal Opportunity

There is an increasing emphasis on “diversity” in the workplace, encouraging greater contributions from a whole range of people in society. Organisations committed to being good employers will have an Equal Opportunities Policy stating that they will treat people equally. This helps an organisation tackle the workplace barriers that prevent some groups - typically women and people from ethnic minorities, and also disabled people - being included properly in their workforce. The policy may cover things like recruitment practices, how they select candidates for interview, how they combat harassment in the workplace.

Disabled people are not “the problem”. Disabled people are excluded by the barriers that society erects - in the way it construct things, organises itself or holds attitudes. Employment barriers might be:

$ work organisation related - long hours, early meetings, requiring qualifications not strictly necessary for the job, selecting for redundancy on sickness records;

$ physical access - heavy fire doors, poor lighting or noise insulation, uneven surfaces;

$ attitudes - asking upsetting questions, making assumptions about a person’s ability without asking, leaving them out of social activities.

The Disability Discrimination Act 1995 (DDA)

The DDA introduced the right for disabled people who worked in organisations employing 15 or more people (including part-timers) not to be discriminated against in the recruitment process or when in employment.

To comply with the DDA, employers must consider whether there are any “reasonable adjustments” they can make, in practices, procedures, and the physical environment of the workplace. For example, someone with a hearing impairment might expect a suitable telephone to be provided if they need one in their work; someone with a condition requiring regular medication might expect somewhere private to take it; someone who experiences mental distress might expect flexible leave arrangements for counselling sessions; an employee who becomes disabled might expect disability leave to give them space to come to terms with their new situation.

The DDA does not cover all disabled people, but it does cover a majority. For more information on the DDA contact:

m DDA Helpline Freepost MIDO 2164, Stratford-upon-Avon CV37 9BR p 0345 622688 (recorded ordering service) p 0345 622633 (operator) t 0345 622644 f 0345 622611

ADP has information on sources of help in enforcing your rights.

The Employment Service

(ADP logo)
The Employment Service offers assistance to
• disabled people looking for work
• people in work who have become disabled or whose condition is deteriorating
• employers who want to employ a disabled person
• disabled people who are thinking about becoming self employed.

Your local Jobcentre will put you in touch with a Disability Employment Adviser (DEA) who is part of the Disability Service Team (formerly called PACT). Its role is to provide disabled people with:

$ an initial employment assessment
$ referral, where appropriate, to work preparation or occupational health assessment
$ in-depth job seeking advice
$ information on and referral to specialist Employment Service programmes including Access to Work, Job Introduction Scheme and Supported Employment
$ referral to training
$ work place assessment and ongoing support.

**Access to Work** aims to help disabled people enter or stay in work, including self-employment, by providing practical support such as special equipment, help with fares to work and human support in the workplace. Access to Work can pay the additional cost of employment resulting from disability.

**The Employment Service’s disability symbol** (layout note: symbol alongside this para) is displayed by employers who have signed up to five commitments on the employment of disabled people including guaranteeing an interview to job applicants who meet the minimum criteria for a job.

For information on all aspects of the Employment Service’s work, contact your local Jobcentre or visit their Website [http://www.employmentservice.gov.uk](http://www.employmentservice.gov.uk)

**Association of Disabled Professionals (ADP)**

ADP is an organisation of disabled people who are, plan to be or have been in professional or managerial employment. ADP aims to provide a forum to enable disabled people to share experiences of successful personal development and valued work, and to help create conditions for other disabled people to realise their ambitions.

ADP produces information sheets for disabled people on a range of employment and other subjects. Members have the opportunity to be included on the ADP Networking List, which is useful for contacts. Members receive copies of the ADP Quarterly magazine.

m BCM ADP, London WC1N 3XX p/f 01924 283253 t 01924 270335 e AssDisProf@aol.com

**More help in looking for a job**

**Employment Service Direct** is a local call cost telephone service where qualified staff can search for full or part time vacancies for you over the phone. The telephone advisers can arrange interviews or send you job application forms. Open weekdays 9am to 6pm and Saturdays 9am to 1pm.
Disability Press There are two monthly newspapers covering general disability issues that carry job adverts. Disability Now m Scope, 6-10 Market Road, London N7 9PW p 0171 619 7323 t 0171 619 7332 f 0171 619 7331 Website http://www.disabilitynow.org.uk Disability Times m 84 Claverton Street London SW1V 3AX p/f 0171 233 7970

CANDO (Careers Advisory Network on Disability Opportunities) is a Web based careers service for disabled graduates which provides information about graduate employment schemes, post graduate education, employment legislation for disabled people, and it also carries job adverts. CANDO hosts e-mail discussion forums. Their database is available on the Internet at http://cando.lancs.ac.uk/

Disabilitynet is a general Website for disabled people which carries some job adverts, it can be found at http://www.disabilitynet.co.uk

Arberry Profile is a magazine that contains useful information for disabled graduates. Obtainable from: m Arberry Pink, 17 Rathbone Street, London W1P 1AF p 0171 631 5100

Financial Matters

If you are in receipt of disability or other benefits you will need to consider your financial position in the event of your taking employment or increasing hours. Your DEA may be able to advise. The DIAL or other disability advice service in your area can help - see yellow pages for details.

Disability Rights Handbook is produced each April. It is a guide to benefits and services for all disabled people. Available from Disability Alliance ERA. m Universal House, 88-94 Wentworth Street, London E1 7SA.

Career Development Loan (CDL) is a deferred repayment bank loan which provides an individual with help to pay for vocational education or training. The DfEE pays the interest on the CDL while you are studying or training. Contact your local TEC or LEC (Training & Enterprise Council or Local Enterprise Company) - see yellow pages for details.

Useful Organisations

The Directory for Disabled People published by RADAR at £17.95 contains information about all aspects of disability, and lists many impairment based support groups. It is worth contacting groups which work with your particular impairment, in case they have any employment advice or support. Other RADAR publications include “Into Work: A Guide For Disabled People”.

m 12 City Forum, 250 City Road, London ECIV 8AF p 0171 250 3222 f 0171 250 0212 t 0171 250 4119 e radar@radar.org.uk

Skill - National Bureau for Students with Disabilities supports disabled students and produces a wide range of information and booklets relevant to disabled students and graduates.

m Chapter House, Crucifix Lane, London SE1 3JW p/t 0171 450 0620 f 0171 450
Opportunities for People with Disabilities offers disabled people free counselling, advice and support in relation to their search for employment. There are a number of regional offices.

m 1 Bank Buildings, Princes Street, London EC2R 8EU p/f 0171 726 4961 t 0171 726 4963

Disability Action Employment Support Services provide information and support to disabled people in Northern Ireland.

m 2 Annadale Avenue, Belfast BT7 3JH t 01232 491011 t 01232 645779 f 01232 491627

TUDA (the Trade Union Disability Alliance) is an organisation of disabled trade unionists who are members of a wide range of different trade unions, who are linked with other disability groups and networks in the Union Movement and can put you in touch with other disabled members.

m Membership Secretary - TUDA, 36 Foxes Way, Warwick CV34 6AY e Tudamail@aol.com f 01273 722643

Workable works to increase access to employment for disabled people. Their initiatives include work experience through Legable, Insurable and Mediable, for disabled people who want to work in the law, in insurance and in the media.

m Premier House, 10 Greycoat Place, London SW1P 1SB p/t 0171 222 1803 f 0171 222 1903

Impairment specific organisation

These are included because the groups served are under-represented in mainstream disability advice services:

CACDP (Council for the Advancement of Communication with Deaf People) produce a directory every year which gives details of British Sign Language Interpreters, Lip Speakers, Interpreters for Deafblind People, and Speech to Text Reporters, including rates of pay and other useful Information.

m Pelaw House, School of Education, University of Durham, Durham DH1 1TA p/t 0191 374 3606 f 0191 383 7914 t/answerphone 0191 383 7915 e durham@cacdp.demon.co.uk

People First is an organisation of people with learning difficulties. There are a growing number of local groups.

m Instrument House, 207-215 King’s Cross Road, London, WC1X 9DB p 0171 713 6400 f 0171 833 1880

(ADP logo)
**MIND** is a national charity for people who experience mental distress. It has a range of publications, including *A Survivor’s Guide to Working in Mental Health Services*. Contact them for a free publications list, or for the address of your local branch.

Granta House, 15-19 Broadway, London E15 4BQ p 0181 519 2122 f 0181 522 1725 InfoLine 0345 660163

**Was this booklet useful?**

This booklet has been produced as part of a pilot project funded under the Employment Service’s National Disability Development Initiative (NDDI). ADP believes there is a lack of employment advice by disabled people for disabled people and we hope this series will begin to correct this. In order to persuade organisations to fund further titles in the series, and to learn from *your experience* we hope you will complete this brief questionnaire and return it to us **as soon as possible** m ADP, c/o Equal Ability, Freepost (LS5756), Horbury, Wakefield WF4 5BR e AssDisProf@aol.com f 01924 283253.

If you give us your contact details when responding as a “thank you” we will put you in a draw in **April 2000** from which 5 people will get a £20 gift token each.

**About you** Your name:

Where to contact you:

Format needed for contact - complete only if *not* standard text

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Are you self-employed? **yes / no**

Have you been self-employed? **yes / no**

Do you hope to become self-employed? **yes / no**

Are you disabled? **yes / no**

**About this booklet** [Please tick the answers that apply to you]

Overall did you find it:

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</table>

<table>
<thead>
<tr>
<th>interesting?</th>
<th>very</th>
<th>fairly</th>
<th>not very</th>
<th>not at all</th>
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</thead>
<tbody>
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<table>
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<tr>
<th>had new information in it?</th>
<th>a lot</th>
<th>some</th>
<th>not much</th>
<th>none</th>
</tr>
</thead>
<tbody>
<tr>
<td>gave you new ideas?</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

(ADP logo)
Which parts did you read and which one was most useful?

I read ______________________ most useful
☐ What is Self Employment?     ☐
☐ More About Self Employment     ☐
☐ Some Self Employed Disabled People     ☐
☐ More About Employment and Disability     ☐

Any other comments - positive or negative - would be welcome, such as how it has helped and suggestions for future titles.

Thank You!

(cover – back)

If you need to access this booklet in an alternative format, contact:
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