

# Proposed Disability Commissioner (Scotland) Bill

## Introduction

A proposal for a Bill to establish a Disability Commissioner for Scotland

The consultation runs from 12 May 2022 to 3 August 2022

All those wishing to respond to the consultation are strongly encouraged to enter their responses electronically through this survey. This makes collation of responses much simpler and quicker. However, the option also exists of sending in a separate response (in hard copy or by other electronic means such as e-mail), and details of how to do so are included in the member's consultation document.

Questions marked with an asterisk (\*) require an answer.

All responses must include a name and contact details. Names will only be published if you give us permission, and contact details are never published – but we may use them to contact you if there is a query about your response. If you do not include a name and/or contact details, we may have to disregard your response.

Please note that you must complete the survey in order for your response to be accepted. If you don't wish to complete the survey in a single session, you can choose "Save and Continue later" at any point. Whilst you have the option to skip particular questions, you must continue to the end of the survey and press "Submit" to have your response fully recorded.

Please ensure you have read the consultation document before responding to any of the questions that follow. In particular, you should read the information contained in the document about how your response will be handled. The consultation document is available here:

[Consultation Document](#)

[Privacy Notice](#)

I confirm that I have read and understood the Privacy Notice which explains how my personal data will be used.

On the previous page we asked you if you are UNDER 12 YEARS old, and you responded Yes to this question.

If this is the case, we will have to contact your parent or guardian for consent.

If you are under 12 years of age, please put your contact details into the textbox. This can be your email address or phone number. We will then contact you and your parents to receive consent.

Otherwise please confirm that you are or are not under 12 years old.

*No Response*

## About you

Please choose whether you are responding as an individual or on behalf of an organisation.  
Note: If you choose "individual" and consent to have the response published, it will appear under your own name. If you choose "on behalf of an organisation" and consent to have the response published, it will be published under the organisation's name.

an individual

Which of the following best describes you? (If you are a professional or academic, but not in a subject relevant to the consultation, please choose "Member of the public".)

Person with lived-in experience of other types of disability than physical

**Optional: You may wish to explain briefly what expertise or experience you have that is relevant to the subject-matter of the consultation.**

Former Cabinet Office Disability and Access Ambassador for both the Insurance and Banking Sectors, founder of the Access To Insurance Working Group and GAIN, the Group for Autism, Insurance, Investment and Neurodiversity Group, member of the Institute of Faculty of Actuaries Mental Health Working Group and Prime Ministers Champion Group for Dementia Communities.

Please select the category which best describes your organisation

*No Response*

Please choose one of the following:

I am content for this response to be published and attributed to me or my organisation

Please provide your Full Name or the name of your organisation. (Only give the name of your organisation if you are submitting a response on its behalf).

(Note: the name will not be published if you have asked for the response to be anonymous or "not for publication". Otherwise this is the name that will be published with your response).

Johnny Timpson OBE

Please provide details of a way in which we can contact you if there are queries regarding your response. Email is preferred but you can also provide a postal address or phone number.

We will not publish these details.

**Aim and approach - Note: All answers to the questions in this section may be published (unless your response is "not for publication").**

Q1. Which of the following best expresses your view of the proposed Bill? (Please note that this question is compulsory.)

Fully supportive

**Please explain the reasons for your response.**

With a higher number of people living with disabilities and greater disability employees gap than other regions of the UK, Scotland not only has the opportunity to catch up, but to take a lead in embracing inclusion by design, cognitive diversity, intersectionality, equity, equality, access and embedding the social model of disability. This Commissioner role is pivotal in identifying, enrolling and bringing together all stakeholders and sectors together to work collaboratively, and be accountable and responsible for deliver change, improving outcomes and sharing best practice. The Children & Young People's Commissioner an example of what can be done.

Q2. Which of the following best expresses your view on whether there is a need for a specific, dedicated commissioner focussing solely on people with a disability?

Fully supportive

**Please give the reasons for your response**

I would additionally bring carers in to scope. As per my earlier response, a step change is needed to improve inclusion, opportunity, support and outcomes for disabled people - this a growing group (of which I'm one ) but a one that has not benefited from the inclusion and diversity focus that has been underway for some time but has been largely siloed in scope.

Q3. Do you think legislation is required, or are there other ways in which the proposed Bill's aims could be achieved more effectively? Please explain the reasons for your response.

To a large extent I hold that we have the legislation needed with raising awareness, engaging, enrolling all key stakeholders and sectors key to delivering change. In addition, improving access to access to work scheme, employment and entrepreneurship opportunity plus coaching and mentoring support, appropriate and available welfare and grant provision, plus rethinking how we use the disability confident scheme in Scotland and share learning and best practice.

## Scope of the Disability Commissioner Role

Q4. Which of the following best expresses your view of the Disability Commissioner role covering all disabilities; physical, mental, hidden and fluctuating conditions?

Fully supportive

**Please give reasons for your response, including how the commissioner could co-ordinate with the work of existing bodies/organisations who support people with these conditions.**

It's essential that all are in scope from the get go to create the best platform for success. Also key that the Commissioner has the resources and support to establish and manage a co-ordinating working group and workstreams to deliver change.

Q4. Which of the following best expresses your view of the Disability Commissioner role covering all disabilities; physical, mental, hidden and fluctuating conditions?

In my Cabinet Office role I brought together 16 professional and trade bodies by establishing an " Access To Insurance Working Group" and 4 Workstreams, happy to share learning re this.

Q5. Which of the following best expresses your view of the Disability Commissioner having a role in reviewing laws and policies that might impact on disabled people?

Fully supportive

**Please explain the reasons for your response.**

This essential as the voice of disabled people needs to be heard and " nothing about us, without us" embedded in each and every area of policy and process.

Q6. Which of the following best expresses your view of the Disability Commissioner promoting best practice and learning from service providers, key stakeholders and third sector?

Fully supportive

**Please explain the reasons for your response, including how you envisage this work being undertaken?**

Please see response to Q4, this is essential and the learning I took from my Cabinet Office Disability and Access Ambassador role.

Q7. Which of the following best expresses your view of encouraging involvement of disabled people and DPOs (Disabled People's Organisations) in the work of the Disability Commissioner?

Fully supportive

**Please explain the reasons for your response. Please discuss how you think this would work in practise – would this be through focus groups, internships, paid roles etc**

Again essential, the more so having experience of working with Inclusion Scotland. A co-ordinating working group, cross sector working streams and networks, paid internships, job swaps and shadowing, coaching and mentoring, best practice sharing plus a champion group all should all be considered.

Q8. Who should the Disability Commissioner be allowed to investigate?

Both Scottish Public Bodies and service providers

**Please explain the reasons for your response**

This essential as holding those accountable and responsible is key to driving change and improving outcomes.

## Financial Implications

Q9. Any new law can have a financial impact which would affect individuals, businesses, the public sector, or others. What financial impact do you think this proposal could have if it became law?

some increase in costs

**Please explain the reasons for your answer, including who you would expect to feel the financial impact of the proposal, and if there are any ways you think the proposal could be delivered more cost-effectively.**

Whilst initial start up costs will be involved in setting up the Commission, engaging and bringing together all stakeholders, in the longer term I anticipate this initiative being broadly cost neutral with monies currently supporting disabled people being more effectively deployed, bringing more people into the workplace with access to work support or establishing their own businesses with improved Scottish Enterprise support plus grant access etc. Pre Covid 19 pandemic the cost of workplace adjustments was over estimated by employers with this perception a barrier to the employment and career progression of disabled people - however, our shared pandemic experience with home, hybrid and flexible working supported by MS Teams, Zoom and other platforms our emerging new norm has changed employer and consumer perception, this if harnessed, offering a raft of opportunity for disabled people.

## Equalities

Q10. Any new law can have an impact on different individuals in society, for example as a result of their age, disability, gender re-assignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

What impact could this proposal have on particular people if it became law? If you do not have a view skip to next question.

Please explain the reasons for your answer and if there are any ways you think the proposal could avoid negative impacts on particular people.

It's important that we change the Inclusion and Diversity conversation and mindset that has developed in recent years and introduce Intersectionality and Equity. We are all individuals and present with a number of characteristics, it's key we consider all of them and not focus on individual characteristics.

## Sustainability

Q11. Any new law can impact on work to protect and enhance the environment, achieve a sustainable economy, and create a strong, healthy, and just society for future generations.

Do you think the proposal could impact in any of these areas? (If you do not have a view then skip to next question)

Please explain the reasons for your answer, including what you think the impact of the proposal could be, and if there are any ways you think the proposal could avoid negative impacts?

Inclusion by design and improving cognitive diversity, intersectionality, equity and access are central too and underpin ESG, in addition they offer a positive social return on investment.

## General

Q12. Do you have any other additional comments or suggestions on the proposed Bill (which have not already been covered in any of your responses to earlier questions)?

*No Response*