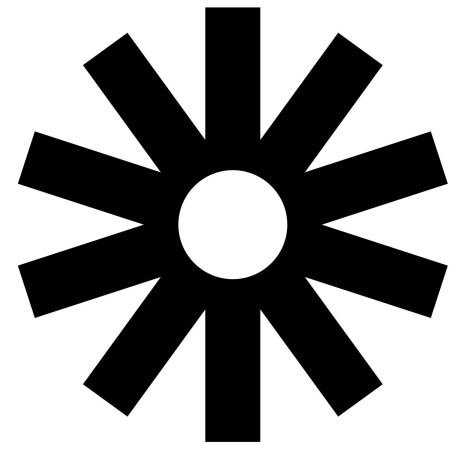


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Welcome... we will start soon



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Welcome...

GMCDP's Green Paper Consultation Session

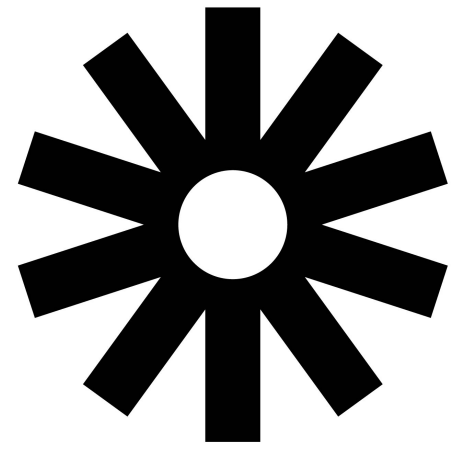
Hosts:

- **Kayla, GMCDP Project Worker**
- **Rick, Outreach & Development Lead GM Disabled People's Panel. Campaign Lead GMCDP.**

Note: GMCDP is run by and for disabled people

- We ask you about your access needs so that we can support you.
- You do NOT need to share your impairment or condition with us.

Any technical problems - please raise hand / wave for help



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Introductions - please share:

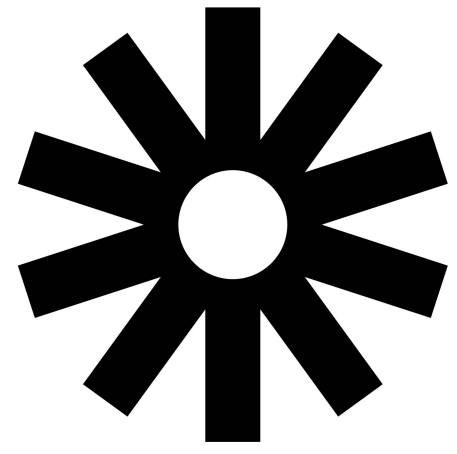
1. Name & pronouns

2. General location (optional)

3. What's the key thing you want from this meeting?

4. Nominate next person... (or Kayla can)



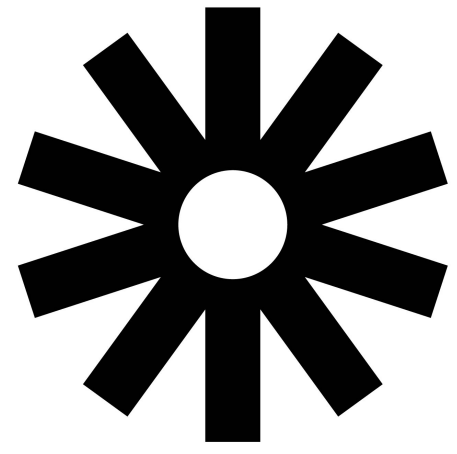


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Structure of this meeting

- Introductions
- Share information about the current Green Paper Consultation (not Social Model and likely breaches the human rights of disabled people - prepare yourselves!)
 - Not all proposals are included in the consultation!
- Discuss ideas for how to respond - you can do your own response during the meeting if your IT set up allows
- Closing questions and comments

Note: In this session, we use the terminology used by the government for ease of cross-referencing with Green Paper documents, but that does not mean GMCDP agrees with the language used and the thinking behind it.



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Abbreviations used

PIP = Personal Independence Payments

- money towards the extra costs of being disabled (not means-tested, not related to work)

WCA = Work Capability Assessment

- Assessment to qualify for higher payments and removal of conditionality for UC Health Element (means-tested) / NI-based ESA (not means-tested)

UC = Universal Credit

- out-of-work and in-work payments for no or low income (means-tested)

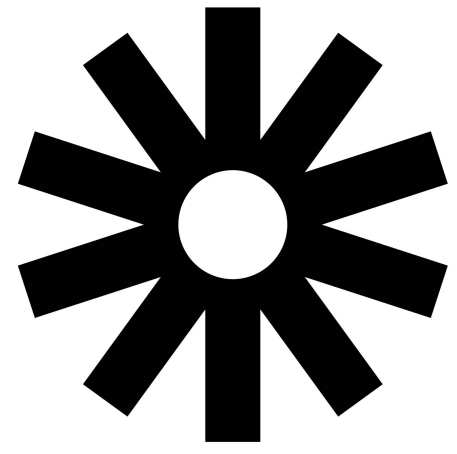
LCWRA = Limited Capability for Work-Related Activity

- current criteria for ESA / UC Health

SCC = Severe Conditions Criteria

- the new criteria for qualifying for avoid reduction in UC payments for new claimants from April 2026

Access to Work = a 3-year grant for individual disabled people to help them gain and remain in work



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What is a Green Paper?

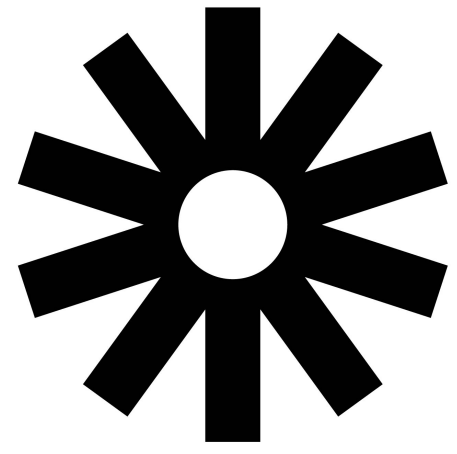
Green Papers are consultation documents produced by the Government. The aim of this document is to allow people both inside and outside Parliament to give the department feedback on its policy or legislative proposals.

White Papers:

A White Paper outlines the proposals that are going forward and will appear in draft legislation, known as a Bill.

About bills becoming law:

There is no requirement for White or Green Papers to be produced before a Bill is introduced into Parliament but they are common when it comes to implementing government policy.



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What is happening currently?

- **Keep Britain Working Review (led by: Sir Charlie Mayfield, former chairman of the John Lewis Partnership)**

The recommendations are due in autumn 2025 (“in time for its conclusions to be considered alongside responses to this Green Paper.”) and focus on:

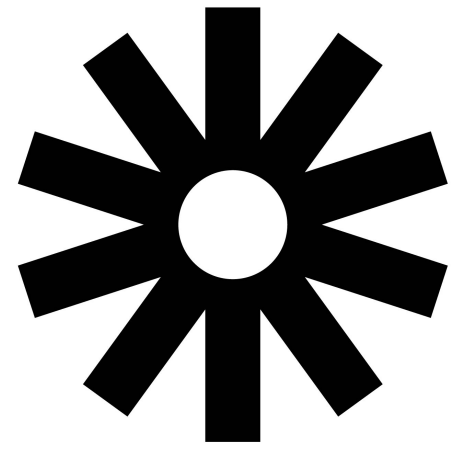
- (i) what more employers can do to tackle economic inactivity due to ill-health and disability, and
- (ii) what the government would need to do to encourage and support people living with ill-health and disabled people in work (including the potential role of the new National Jobs and Careers Service)

- **Prime Minister’s long-term ambition for the UK to reach 80% employment**

- currently achieved by Switzerland alone out of the 38 countries in the OECD (OECD average: 70%; EU average: 71%)
- UK is currently at 75% (34 million) employment, 4% (1.6 million) unemployment rate and 21% (9.1 million) economic inactivity rate (includes students, carers, and temporarily sick, not those looking for work)

Note: The number of Workforce Jobs in the UK was estimated at 37.1 million in March 2025.

Note: 10.2 million (24%) UK working age people are disabled.



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Proposals

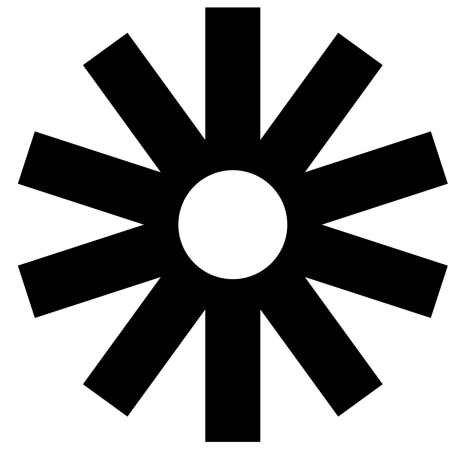
Green Paper: “Pathways to Work: Reforming Benefits and Support to Get Britain Working” - consultation closes 11.59pm, Monday 30 June

Universal Credit and Personal Independence Payment Bill:

- 1st reading: 18 June 2025
- 2nd reading (and 1st vote): 01 July 2025
- Government seeking to have completed legislative stages by November 2025 (very aggressive timescales)

Bill includes:

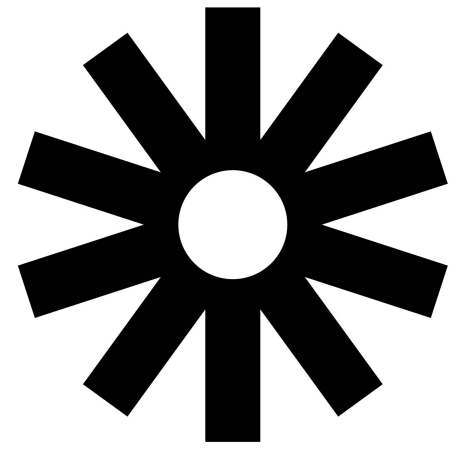
- **4-point rule** (more [later](#))
- Changes to **UC payment rates** (more [later](#))
- allows the DWP to make “**different provision for persons of different ages**” which may be used to exempt claimants who have reached pension age by November 2026
- **NEW Severe Conditions Criteria (SCC)** (to avoid routine re-assessment and gain higher payment rate): meet [LCWRA criteria](#) plus all of:
 - The level of function constantly applies.
 - The claimant will have the condition for the rest of their life.
 - It must have been diagnosed by an appropriately qualified health care professional in the course of the provision of NHS services.
 - Estimated to reduce people who qualify from 1.8 million people currently LCWRA to 200,000 people in the SCC group.



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Green Paper - Formats and Evidence Packs

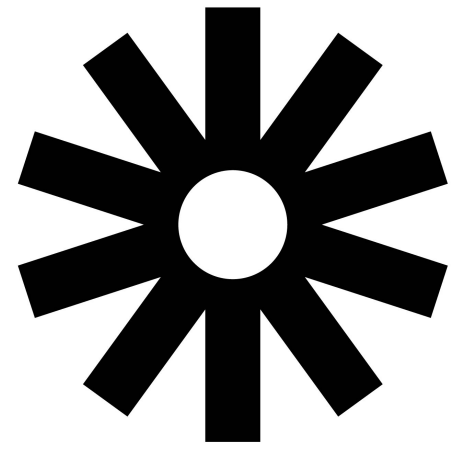
- What we've looked at:
 - 84-page Green Paper
 - Chapter 1: 25-page evidence pack + spreadsheet
 - Chapter 2: 35-page evidence pack + spreadsheet
 - Chapter 3: 19-page evidence pack + spreadsheet
 - Chapter 4: 4-page evidence pack + spreadsheet
 - Spring Statement 2025 health and disability benefit reforms: 15-page – Equality Analysis
 - Spring Statement 2025 health and disability benefit reforms: 15-page Impacts
- Other documents available:
 - HTML versions
 - Welsh language versions
 - Large Print
 - Easy Read
 - Audio
 - British Sign Language
 - You can request physical copies of:
 - a Braille version
 - a large print 20 point version
 - an audio CD
 - a printed copy of the Easy Read version
 - a printed copy of the full publication
 - Note: Evidence packs have option to “Request an accessible format”



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Reports and analysis of Proposals

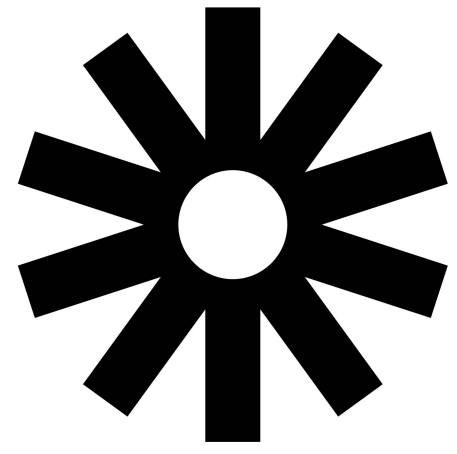
- Multiple very critical reports published in relation to the Green Paper.
- Hard-hitting Citizens Advice (CA) “**Pathways to Poverty**” (CA work closely with the government in providing support for managed migration).
- The **Joseph Rowntree Trust**,
- The **Resolution Foundation** and
- **Health Equity North**.
- The Commons Work and Pensions Committee has also produced **an interim report** calling on the government to delay any changes to PIP and UC



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Impact of proposals

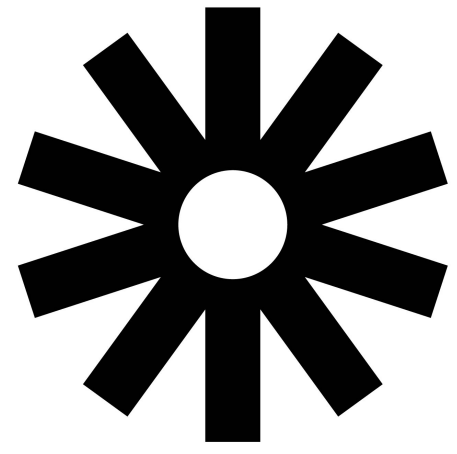
- PIP cuts: between 800,000 and 1.2 million Disabled people will lose between £4200 and £6300 a year by 2029 to 2030 (Resolution Foundation, 2025).
 - Others report that actually 1.5 million Deaf and disabled people badly impacted by changes to PIP alone
- People who would otherwise qualify for the health element of UC – but not PIP (currently 600,000 people) – will therefore not get the element and be worse off by £2,400 per year
- If the cuts to PIP are taken together with the Universal Credit Health with eligibility tied to PIP, some claimants risk losing £9600 per year (PIP daily living plus UC Health).
- 350,000- 400,000 households into poverty, including 80,000 children
- Claimants and their families who lose eligibility for PIP will also lose eligibility for Carer's Allowance and other passported entitlements.
- Conditionality for far more people, including disabled people who do not meet the new criteria



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Ministerial Foreword

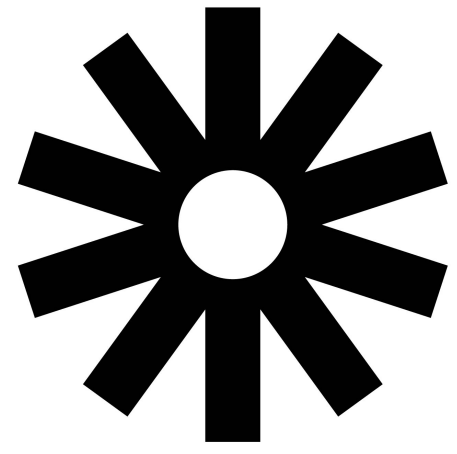
- UK Government says about 2.8 million people are out of work due to sickness
- Suggests that health-related benefits prevent people from working
- Says the aim is to “decisively reshape the benefits system towards being more proactive, more pro-work and sustainable.”
- Claims “we will work closely with disabled people and disabled people’s organisations as we bring forward these reforms, to ensure their voices shape our proposals.”



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Executive Summary

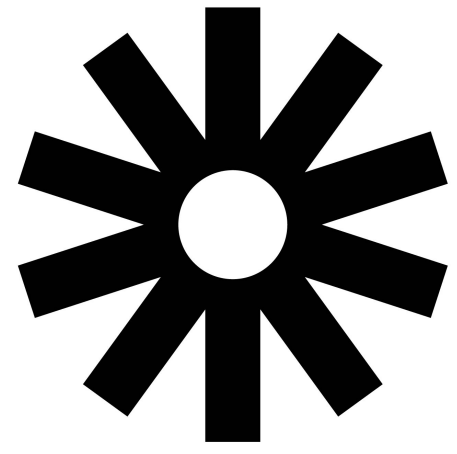
- Government wants to remove distinction between ‘can-versus-can’t-work’
- Government blames claimants of disability and incapacity benefit for the government not being able to spend more on other services, due to government fiscal rules.
- A White Paper will follow later this year with final proposals ahead of future, further legislation.
- Proposed changes to:
 - WCA (not consulting)
 - UC Payment rates (not consulting)
 - UC Health (conditionality - not consulting; consulting on: 18-22yo and transition from DLA)
 - Unemployment Insurance (consulting on duration)
 - PIP (not consulting)
 - Access to Work (consulting, but changes already happening?)
 - We will establish in law the principle that work will not lead to a reassessment (UC, PIP, ESA).
 - We are also consulting on a new DWP safeguarding approach.



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WCA

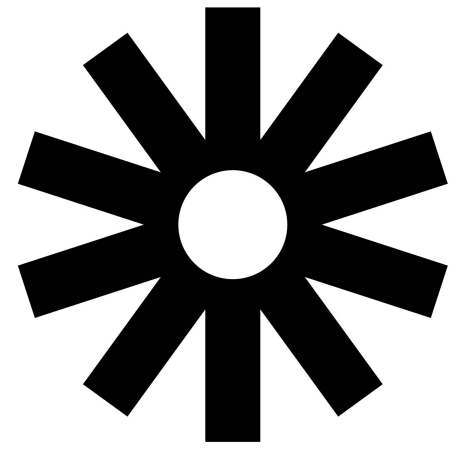
- We will scrap the Work Capability Assessment (WCA)
- Any extra financial support for health conditions in UC will be assessed via the PIP assessment – and be based on the impact of disability on daily living, not on capacity to work (to remove the ‘can-versus-can’t-work’ binary)
 - We will implement this change via primary legislation.
- Instead of the WCA, people will have a support conversation. This will focus on their goals and act as a gateway to a range of personalised support to help achieve them, for anyone who wants it. This support conversation will centre on employment, but in the context of someone’s wider health and independent living aspirations.
- In addition, in advance of scrapping the WCA, we will restart re-assessments. We will smooth and improve the assessment process for people who have severe and lifelong health conditions that will never improve. We are not consulting on these measures.
 - We will shift the balance towards doing more face-to-face assessments (reasonable adjustment for other modes apply).



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Conditionality

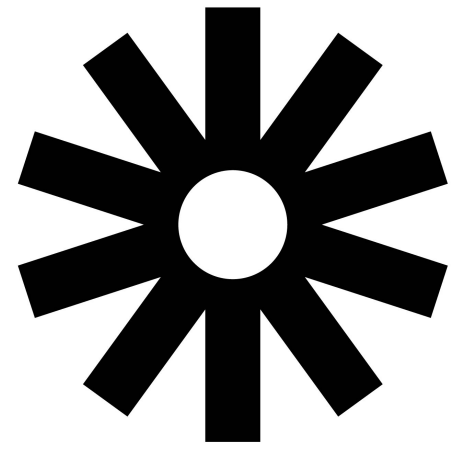
- Once the WCA has been abolished, there will not be a separate ‘Limited Capability to Work’ group who are required to undertake work related activity but not to search or take-up work.
- It will be important in the reformed system for all disabled people and people with health conditions to have conditionality expectations tailored to their needs and capabilities.
- We are consulting therefore on how we should determine who is subject to a requirement only to participate in conversations, or work preparation activity rather than the stronger requirements placed on people in the Intensive Work Search regime
- We are consulting on whether we should make it a requirement for most people to participate in a support conversation as a condition for receipt of their full benefit award or the UC health element.
- We are consulting on how we should determine which individuals or groups of individuals should be exempt from requirements people to participate in a support conversation as a condition for receipt of their full benefit award or the UC health element.
- We think our approach should be different for young people aged 18 to 21, where our expectation is that all young people should be engaged in learning or the labour market, supported through the Youth Guarantee (with some exceptions where a disability or health conditions makes this not possible).
- There will be the ultimate backstop of sanctions to underpin the expectations of engagement, but this should be used only as a last resort.



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Conditionality - An International View

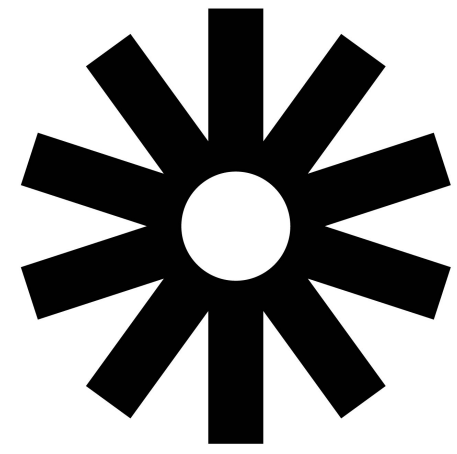
- In Australia, all but the most severely disabled people are required to show 'active participation in a programme of support' for 18 months before being eligible for the disability benefit. During this time, they claim Newstart Allowance alongside single parents and unemployed people, with conditionality requirements being lessened for 19% and temporarily suspended for 17% of claimants at any one time. Young (under-40) disability benefit claimants are also required to attend work focused interviews.
- In Norway, when people move on to the long-term sick leave benefit after one year, they are required to participate in work-related activity based around an individual action plan.
- In Sweden, many people on sick leave are required to attend a face-to-face meeting for which non-participation can result in sanctions.



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UC Payment Rates

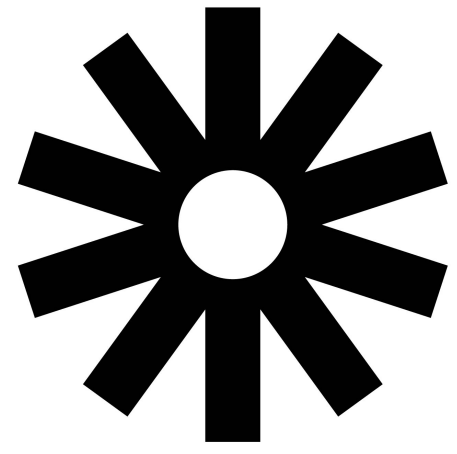
- We will legislate to take a decisive step to reset payment rates in UC over this Parliament, starting from April 2026:
 - the single person 25+ rate of UC standard allowance will increase by £7 per week (pw) (from £91pw in 2024/2025 to £98pw in 2026/2027)
 - for people who already receive the UC health element the rate of the UC health element will be frozen at £97pw until 2029/2030
 - for new claims the rate of the UC health element will be reduced by £47pw (from £97pw in 2024/2025 to £50pw in 2026/2027). However, this group will benefit from the higher standard allowance, which will partially offset this reduction.
- For those receiving the new reduced UC health element after April 2026, we are proposing that those with the most severe, life-long health conditions, who have no prospect of improvement and will never be able to work, will see their incomes protected through an additional premium. We will also guarantee that for both new and existing claims, those in this group will not need to be reassessed in future.



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UC Health

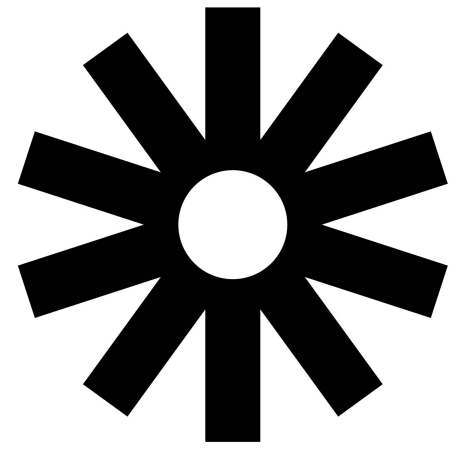
- Everyone on the health element of UC will be expected, as a minimum, to participate in periodic conversations about work and support (with exceptions where this would not be appropriate). If someone does not attend or engage in a planned conversation, we will seek to understand the reasons before benefits are affected.
- Delaying access to the health element of UC within the reformed system until someone is aged 22, on the basis that the savings generated would be reinvested into work support and training opportunities for this age group.
- Raise the age at which young people transition from Disability Living Allowance for children to PIP from 16 to 18. We believe this would better align the stage at which young people claim PIP with other key milestones in the transition to adulthood.



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“Unemployment insurance”

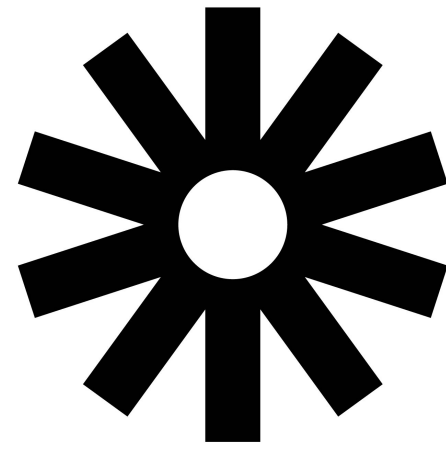
- Replaces LCWRA ESA and JSA
- Time limited
- Requires recent NI contributions
- Paid at the current ESA rate (currently £138pw)
- People claiming this would be expected to actively seek work, with easements for those with work-limiting health conditions.
- This change would end the indefinite entitlement to contributory ESA for those assessed as having limited capability for work-related activity (for new people claiming).
 - Those unemployed after the time-limited period might be able to claim UC
 - We believe this reform would align with the removal of the WCA, by offering a route to financial support for those with temporary and short-term health conditions, including for those who may not be entitled to PIP and therefore not entitled to the health element of UC.



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PIP - Eligibility and Assessment

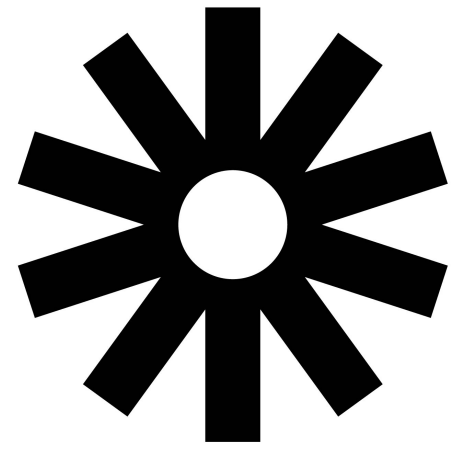
- We will make changes to PIP to focus it more on those with higher needs. We will introduce a new, additional eligibility requirement so that a minimum of 4 points must be scored on one PIP daily living activity to receive the daily living element of the benefit [from November 2026]. This means that people who only score the lowest points on each of the PIP daily living activities will lose their entitlement in future...
- DHSC are also commissioning research on the link between the adult social care system and PIP.
- In future the PIP assessment would become the single assessment to receive both financial support in PIP and any extra financial support through UC.
- We plan to undertake a review of the PIP assessment, involving experts, stakeholders and disabled people to consider how it needs to adapt for the future.
 - the ambition is to shape a system of active support that helps people manage and adapt to their long-term condition and disability in ways that expand their functioning and improve their independence.



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Access to Work

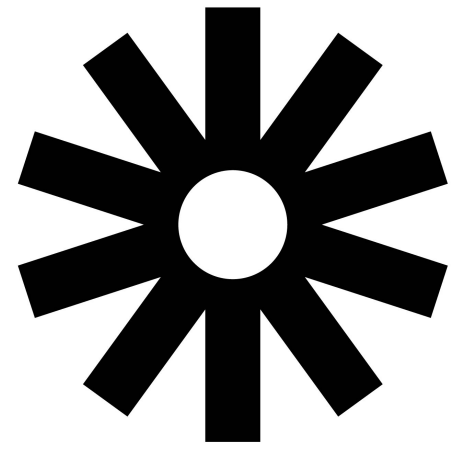
- Access to Work is an existing DWP-managed scheme that provides tailored support for disabled people. It supports around 60,000 – not much more than 1% – of working disabled people.
- We want to consider the future role and functions of Access to Work in light of changes in the types of disability that people report and profound changes in the labour market and technology.
- We outline possible models for what changes to Access to Work might be. We are consulting on this. **This will fundamentally reform the support we provide.**
- Changes already in progress:
 - Special Aides and Equipment - more pushback onto employers
 - Hard limits on Support Worker hourly rates
 - Stricter rules and criteria for awarding Job Aide Support Workers
 - Removing flexibility to allow small increases in support without the need to raise a Change of Circumstance.
- Changes reported to start from the autumn:
 - No more support workers
 - BSL interpreters funded up to 35 hours per week max
 - Work coaches (?12 sessions within 12 months max) funded



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Assistive Tech

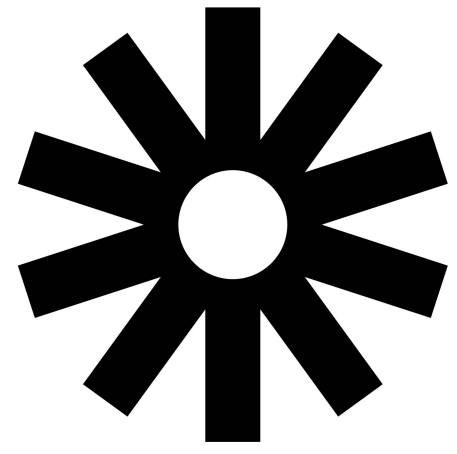
- 87% of disabled people need at least one assistive product, but 31% reported not having the products they need to thrive – or even participate – in daily life.
- There is evidence that assistive technology could transform the employment prospects of disabled people. We are keen to explore how a new approach could involve working with suppliers to offer deals or discounts on certain aids or appliances, using the purchasing power of government to drive down costs.
 - Similarly, we want to work with charities, the NHS and local government to improve economies of scale for aids and adaptations.
 - This market shaping will help to lower the cost of specialist technology and encourage more employers to implement assistive software.
 - This would go hand-in-hand with investment from government into innovation in new technology, working with universities and higher education institutions to promote a specialist workforce and to champion this type of adjustment.
- In the short term, the government is going to develop and deliver a digital resource that will help raise awareness of existing Atech and provide guidance on how it can be used to support disabled people.
- We will also be setting up an Atech expert working group in 2025, made up of specialists from the Atech industry, disabled people's organisations, researchers, and relevant public and third sector organisations, to identify and, where possible, develop solutions to the barriers disabled people face when trying to use and access Atech. We will build on the work of the Atech expert working group to identify a longer term, sustainable approach in support of broader Access to Work reform.



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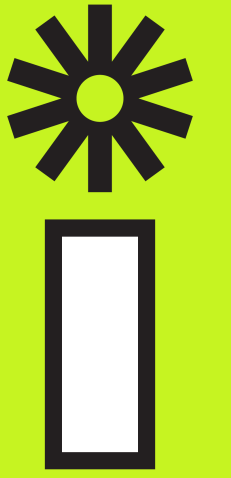
Access to Work Delivery models

- We are also consulting on future delivery models. This could range from continuation of a DWP-administered programme through to alternative organisational forms that could more directly involve disabled people and employers.
 - For example, a hybrid scheme that supports both employers and individuals with direct funding could require a new delivery model. This is, in part, because the existing model is set up to provide individual grants so it would need wider functions and expertise to also support employers. We would need a model that brings together people who understand workplace adjustments, assistive technology, commercial opportunities (to deliver economies of scale) and the labour market. This approach would need to assess both employer-based applications and individual grant applications. A key question would be whether DWP is best placed to deliver this model directly, or whether:
 - i. We could deliver some or all aspects in partnership, either through a third sector partner, a privately contracted provider or an arms-length public body.
 - ii. We could explore devolving any aspects of this model to national, regional or local government.
- We are clear that any model will need to integrate the views of disabled people and people with health conditions. This means a governance structure that embeds the voice of disabled people within it and that is accountable to them. Similarly, we want employers to be at the heart of any new delivery model. We will therefore establish a collaboration committee on the future direction of Access to Work.

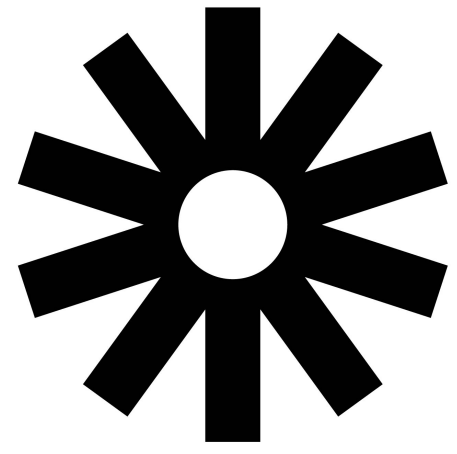


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How to respond



- Complete [this online form](#) - 17 questions in 3 chapters (no questions about chapter 1), plus 3 questions about yourself.
- Email:
consultation.pathwaystowork@dwp.gov.uk
- Write to:
Disability and Health Support Directorate, Department for Work and Pensions, Level 2, Caxton House, Tothill Street, London, SW1H 9NA
- **Deadline: 11:59pm on 30 June 2025**

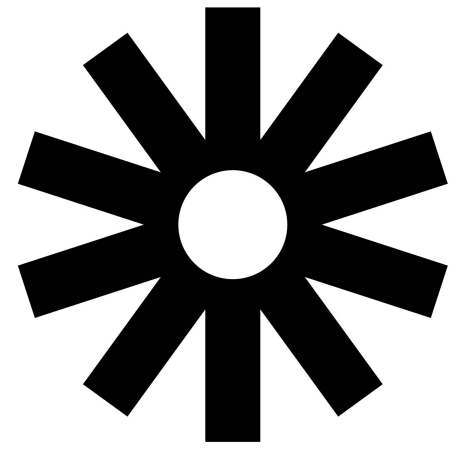


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Chapter 2 - Consultation Questions



1. What further steps could the Department for Work and Pensions take to make sure the benefit system supports people to try work without the worry that it may affect their benefit entitlement?
2. What support do you think we could provide for those who will lose their Personal Independence Payment entitlement as a result of a new additional requirement to score at least 4 points on one daily living activity?
3. How could we improve the experience of the health and care system for people who are claiming Personal Independence Payment who would lose entitlement?
4. How could we introduce a new Unemployment Insurance, how long should it last for and what support should be provided during this time to support people to adjust to changes in their life and get back into work?
5. What practical steps could we take to improve our current approach to safeguarding people who use our services?



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Chapter 3 - Consultation questions



Our new support offer

6. How should the support conversation be designed and delivered so that it is welcomed by individuals and is effective?
7. How should we design and deliver conversations to people who currently receive no or little contact, so that they are most effective?

A new baseline expectation of engagement

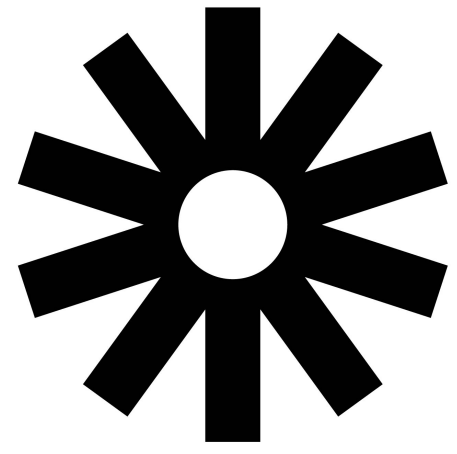
8. How we should determine who is subject to a requirement only to participate in conversations, or work preparation activity rather than the stronger requirements placed on people in the Intensive Work Search regime?
9. Should we require most people to participate in a support conversation as a condition of receipt of their full benefit award or of the health element in Universal Credit?
10. How should we determine which individuals or groups of individuals should be exempt from requirements?

Delaying payment of the health element of Universal Credit

11. Should we delay access to the health element of Universal Credit within the reformed system until someone is aged 22?

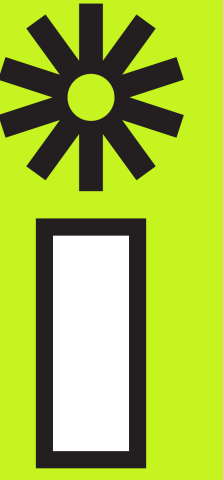
Raising the age at which young people start claiming adult disability benefits

12. Do you think 18 is the right age for young people to start claiming the adult disability benefit, Personal Independence Payment? If not, what age do you think it should be?

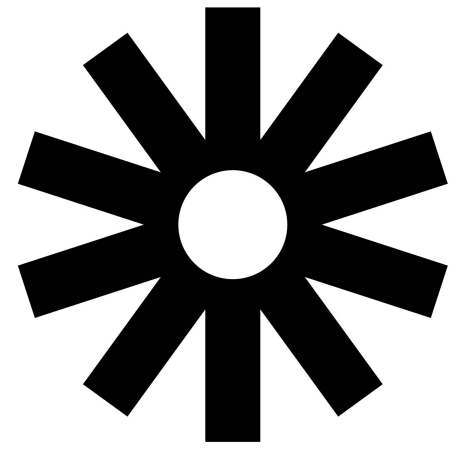


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Chapter 4 Consultation questions



13. How can we support and ensure employers, including Small and Medium Sized Enterprises, to know what workplace adjustments they can make to help employees with a disability or health condition?
14. What should DWP directly fund for both employers and individuals to maximise the impact of a future Access to Work and reach as many people as possible?
15. What do you think the future role and design of Access to Work should be?
16. How can we better define and utilise the various roles of Access to Work, the Health and Safety Executive, Advisory, Conciliation and Arbitration Service and the Equalities and Human Rights Commission to achieve a cultural shift in employer awareness and action on workplace adjustments?
17. What should be the future delivery model for the future of Access to Work?



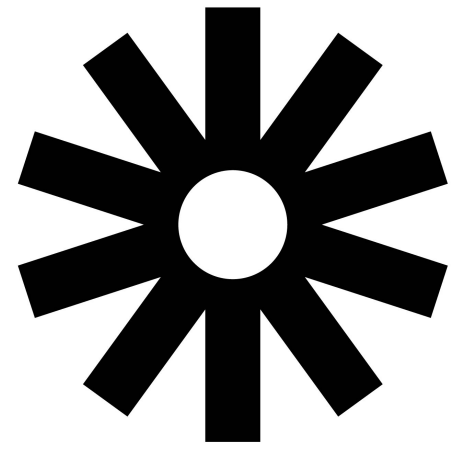
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of Disabled
People

Green Paper: Summary



Good aspects (not enough to outweigh the harm of the rest):

- £172 million total uplift to the Disabled Facilities Grant over 2 years (2024/2025 and 2025/2026). This is an important step to improving independence and reducing hospitalisations.
- Up to £3.7 billion of additional funding will be made available for social care authorities in 2025/2026, including an £880 million increase in the Social Care Grant.
- “those with the most severe, life-long health conditions, who have no prospect of improvement and will never be able to work will not need to be reassessed in future”
 - BUT SCC Group criteria are massively restrictive
- We would also provide self-employed individuals access to any new Unemployment Insurance too.
- Increase in basic rate of UC “Rebalancing UC standard allowance and health element”
 - BUT the increase is minimal (£7)
 - BUT it means that the health element is being reduced significantly (up to £47)
- PIP available ages 18+
 - BUT we don’t know if DLA will be extended to age 18 (currently 16)



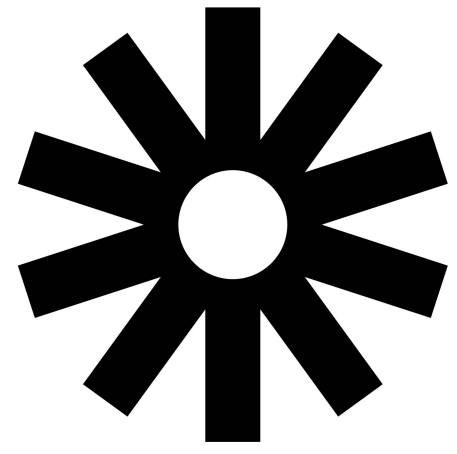
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About the Green Paper



Bad aspects:

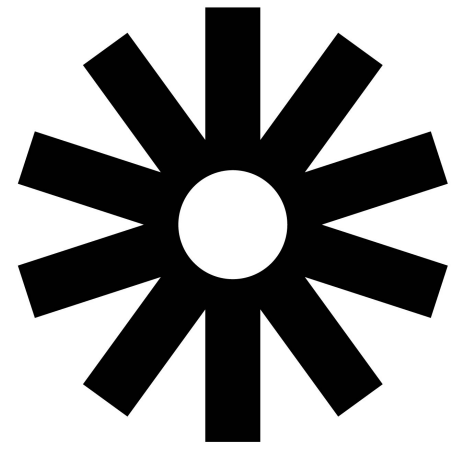
- Scrap the WCA (could have been good, but they're replacing it with PIP, so c600,000 will lose UC Health and be subject to conditionality, and PIP doesn't assess work capability) - NOT CONSULTED ON
- UC Health element not available ages 18-22
- Reducing UC Health element by up to £47 per week
- New Unemployment Insurance contributory benefit (combines NI-based Jobseekers and ESA)
 - Time limited (time to be confirmed: 6-12 months mentioned)
 - Requirement for everyone to have conversations about employment support
- 'Focussing PIP more on those with higher needs' - AKA '4-point rule' - NOT CONSULTED ON
- Review of the PIP Assessment
- Massively restrictive SCC Criteria
- Conditionality for most disabled people (only 200,000 are estimated to become exempt)
- Access to Work restrictions will reduce disabled people's ability to work
- Lack of consultation



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Recap: Purpose of this meeting

- Share information about the government's 'Consultation' on disability benefits cuts
- Discuss ideas for how to respond
- Share how to respond (online, email, mail)

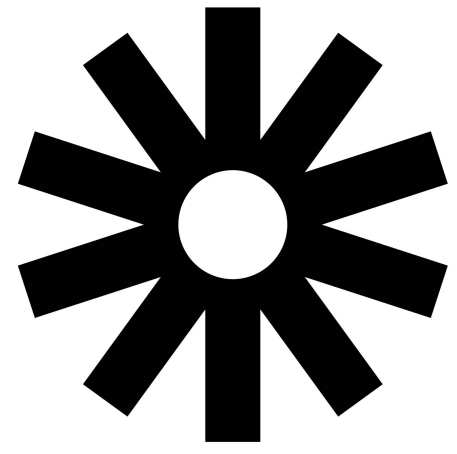


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Next steps



- Deadline: 30 June 2025 (11.59pm)
- Pathways to Work: Reforming Benefits and Support to Get Britain Working
 - Complete [this online form](#) - 20 questions, AND
 - Email: consultation.pathwaystowork@dwp.gov.uk
 - Write to:
Disability and Health Support Directorate
Department for Work and Pensions
Level 2
Caxton House
Tothill Street
London SW1H 9NA
- Please consider signing the petition:
<https://petition.parliament.uk/petitions/723991>

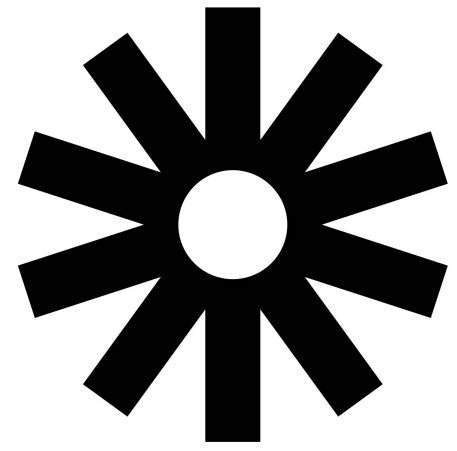


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Final questions?



Feedback Poll: <https://forms.office.com/e/mj86xdxfrQ>



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Thank you and good bye