

Making the West Midlands an Exemplary Region for Disabled People

Why do we need to discuss reducing inequalities

13 May 2025



Setting the Scene

- The challenge nationally, not just in the region, has been:



Disabled people telling us there is a problem



Historically, lived experience has not been seen as important as quantitative data



Embedded processes and systems that have ‘always been done that way’



Societal bias, positioning disabled people at the bottom of the ‘protected characteristic Top Trumps pile’

The Landscape

Disabled people in
West Midlands

17% feel lonely
all or most of the time

England disabled people
average (15%)

WMCA non - disabled
people (3.6%)

780,000 disabled people
in WMCA region according to Family Resource Survey 22/23
(26.7% of the region's population)

Higher proportion than the 24% England average

The 3rd highest England region behind the Northeast and
the Northwest

At 14.7% WM Avg.
West Midlands has
**2nd largest
Disability Pay Gap**
of all England regions
(13.8% England Avg.)

Disabled Employees in
West Midlands are
paid the lowest
in England (£11.16)
compared to England
average (£12.10)

24%

of WMCA adults
with learning disabilities
NOT living in stable and
appropriate
accommodation
(compared to 19%
England-wide)

28.2%
of WMCA disabled
households have
no access to a car
or van (compared to
27.7% England-wide)

188k

WMCA residents in
receipt of PIP
21K aged 16-24
up 79%
in last 5 years

SOS Model

Everyone has a part to play in reducing the **root causes** of **inequality** and championing change

- **Services**
- **Organisation**
- **Society**

Significant change only happens when **all 3** are addressed **together**.



Building a Robust Vision

Year	Stage	Officer Resource
2017	Manifesto Pledge to be a centre of excellence for disability sport	1-day secondment: Data Collection
2018	Working towards an exemplar region for disabled people to be physically active.	4-day secondment: Include Me Manager
2019	Include Me West Midlands, launched	Secondment extension
2020	Include Me West Midlands: Delivery	Secondment extension
2021	Include Me West Midlands: Delivery	Secondment extension
2022	Include Me West Midlands: Evaluation / What next?	Secondment extension
2023	WMCA Executive Board agrees to form Disability Working Group, capture voices of disabled people, and collate data.	18-month FTC: Senior Policy Officer - Health and Disability
2024	Data collation, coproduction of Report, Opportunities for Action.	As above
2025	Making the West Midlands an Exemplary Region for Disabled People: ambition and report launched.	Full-time Permanent: Disability Inclusion Manager

Disabled People's Voice

Convene a WM Disabled People's Voice:

- **Create a network of networks** to obtain a larger collection of data, and a **smaller panel** to shape findings based on the network responses.
- **Embed coproduction**, placing **disabled people** at the **heart of the ambition**.
- **Highlight** the importance of **individual experiences**, while ensuring they are used collectively to address **social inequalities** and **injustice**.
- **Enable** us to **understand** the **real-life context**, highlighting **challenges** and **opportunities**.



Disability Needs Assessment – Evidence Base of Data

Complete a Disability Needs Assessment to Map and understand the existing quantitative disability data at national, Regional and local level.



- **Identify gaps** in data and **develop plan** to plug gaps.
- **Combine** quantitative and qualitative disability data to **establish** clear **evidence-led need**.
- **Providing** the regional **strategic priorities** based on need and opportunity.

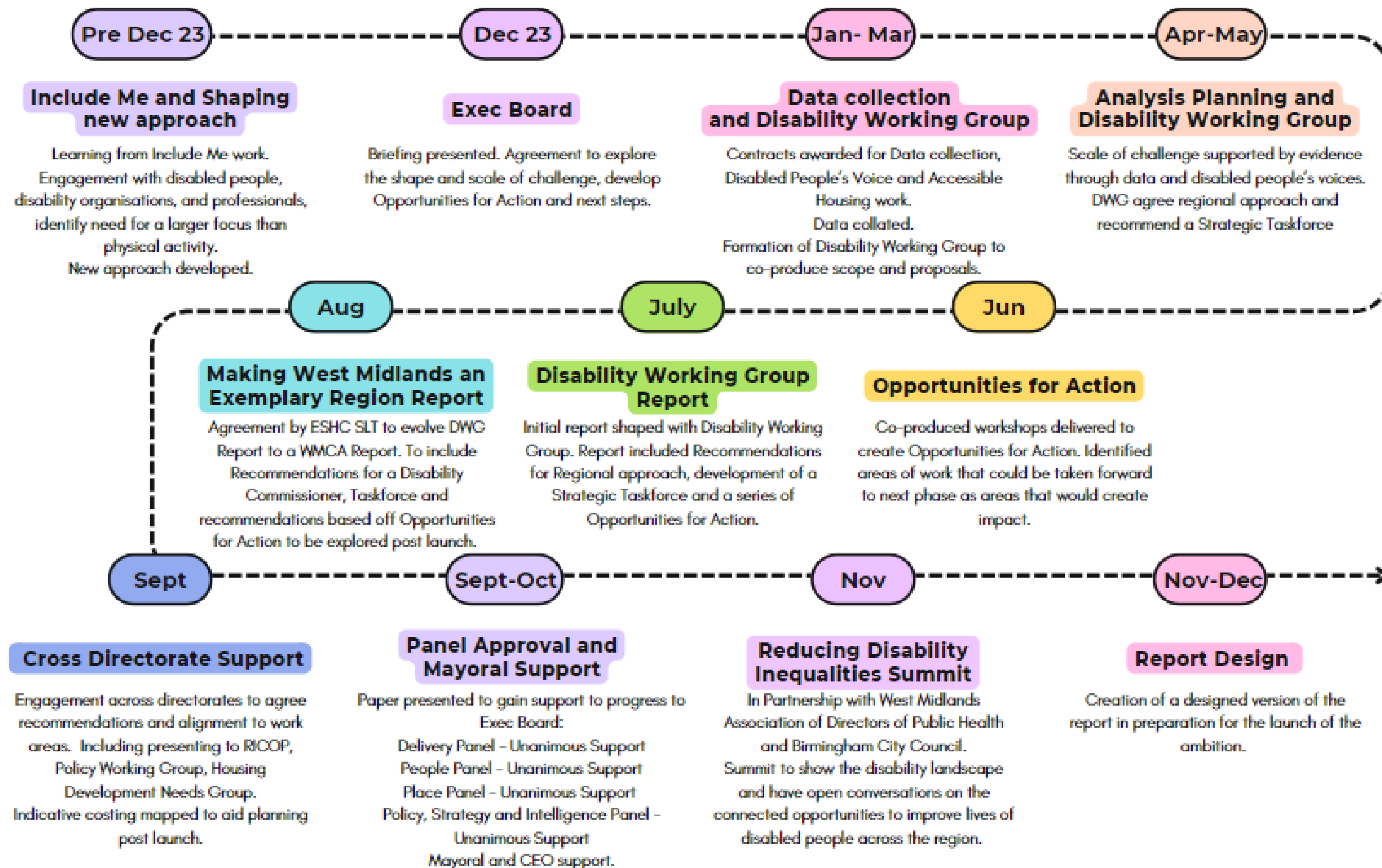
Disability Working Group

Establish a Disability Working Group has two main functions. These are:

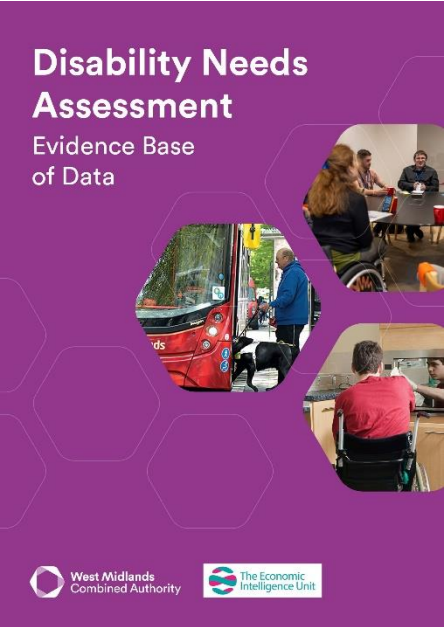
- To **provide strategic focus** and **commitment** for **positive change** based on lived experience, opportunity to connect, utilising the clear evidence base to influence and inform.
- To **understand the size** and **scale of the challenge**. Enabling the creation of a robust set of recommendations with a collective agreement on the preferred approach.



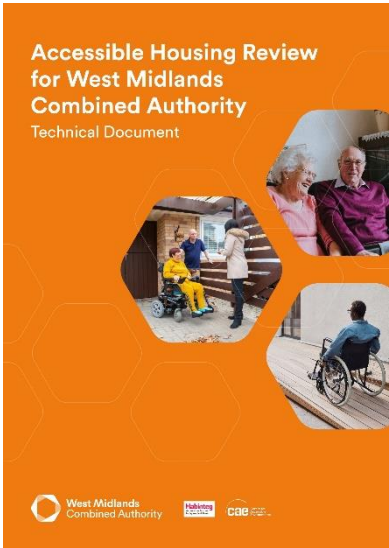
Making West Midlands an Exemplary Region Timeline



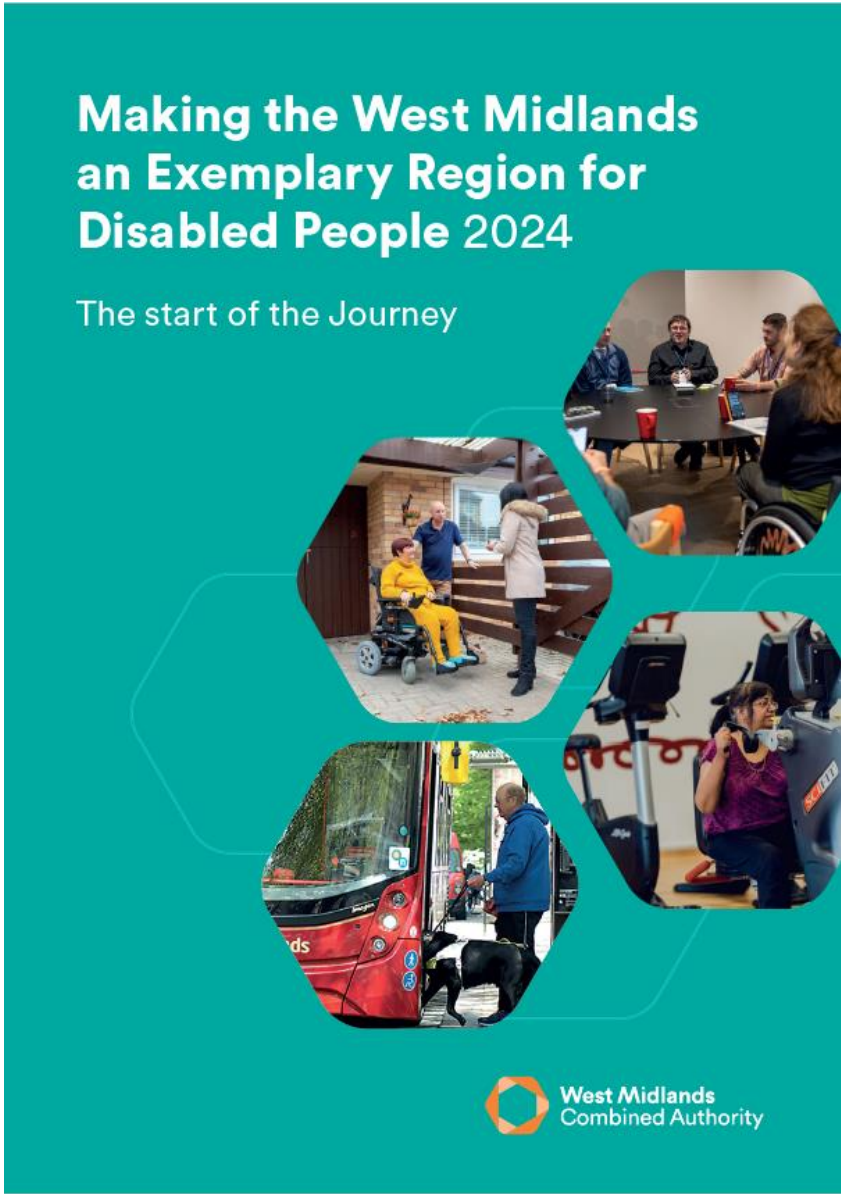
Making West Midlands an Exemplary Region for Disabled People Report



Disability Needs
Assessment – Base of
Evidence



Accessible Housing Review
Technical Document



Making West Midlands an
Exemplary Region for Disabled
People Report
The Start of the Journey



Disabled People's
Voice Report



Accessible Housing Review
Executive Summary

Reflection



The headlines show the significant levels of inequalities that disabled people face daily



Spans across all aspects of life and interconnect



The scale of the challenge is significant and we must address this together, across the region



Building this takes time, focus and resilience.



It is the start of the Journey. Now is where change starts to happen.

