

CALDERDALE DART: AUTUMN 2014 NEWSLETTER

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➤ Premises

You may already be aware of our recent move from Harrison House to our new home at Rimani House. This is part of the reason we were unable to produce a summer newsletter but hopefully we are now back on track.

The move itself was completed on Friday 18th July with the help of a team of workers from ADW Holdings, who are also our new Landlords.

The run up to the move was over several months during which time we had to sort through nearly 30 years of accumulated possessions and archive files. The space afforded to us at Harrison House was vast so storage was never an issue. We have now moved into smaller premises therefore we had to decide what was essential to take with us to Rimani House.

We sorted over 30 archive boxes for shredding and disposed of countless bags of general waste and unwanted office equipment and furniture ready for our new home. At the same time we continued to deliver our service. Following the move we then had a nightmare with British Telecom who had promised to sort out the phone system and lines when we moved in.

It wasn't until the 4th August that the work was started with the Broadband, the 5th for the lines, and then the 6th for part of the phone system. Only four of the 8 phones were set up and it wasn't until the 29th August that the remaining phones were installed. The actual BT engineers were fine; the main problem was with the salesman and the admin team. We have also been inundated with telephone calls from utility companies trying to get us to sign up for our Gas and electricity supplies. Our office is on the second floor, but we also share a ground floor space with the Carers project so that we can see clients in a downstairs

interview room. The Carers Project also permitted us to access their broadband whilst we sorted our own with BT.

Our new premises are a vast improvement on Harrison House as they are clean; modern; warm and most importantly, well maintained, thanks to a landlord who appears to care about his tenants, something that was definitely lacking for most of our time at Harrison House.

➤ **Life Panning Service**

We would like to introduce you to a new service which may be of interest to you or someone you know. We receive funding from the Calderdale Clinical Commissioning Group, to deliver what we describe as 'a Life Planning Project'.



The whole purpose of the project is to try to guide people through areas of their lives which may be affected by the sudden onset of disability (e.g. financial; benefits; employment; housing; transport etc.) with the aim of reducing their need to access health services for this help and ultimately the support they receive from DART will improve their health and well-being. The service is not available to all clients with disabilities and will give priority to patients with '**new**' disabilities within the CCG Strategic priorities as follows:

Respiratory- copd, smoking related illnesses

Cardio Vascular disease- high blood pressure, heart disease

Endocrine- prevalence of diabetes, blood pressure

Musculoskeletal conditions- such as arthritis

The Project may also help other groups of newly disabled people or those with new diagnoses e.g. MS; accident victims etc., subject to capacity but will give priority to the groups listed above. Clients can be referred to DART by GPs' or other health care professionals or they can self-refer. We will then carry out an assessment to check that if the person can access the service. Where we are unable to help, we will try to signpost clients to other appropriate services.

This service currently runs from April 2014 to the end of March 2016.



Job Vacancy

Post: Disability Rights Adviser- Life Plan Project, Funded by the Calderdale Clinical Commissioning Group until 31st March 2016

Salary: £17,081 pa (actual) or £327 per week

Hours: 30 hours per week to be arranged

Holidays: 20 days plus bank holidays pro rata

Special Conditions: Occasional weekend and evening work may be possible. Must be able to travel across Calderdale

Key purpose of the post:

The personal planning (or Life Planning) process aims to assist disabled people and is intended to allow them to control and coordinate the help they need. A Personal Plan will identify any short, medium and long terms needs that they may have; what advice and information they will require to enable them to meet these needs, and from which agency in the area they will access the support. (This will include providing information about other appropriate voluntary/statutory agencies to allow them to access this support at a local level)

The successful candidate will work with the Manager and other members of staff in developing and maintaining an advice and information service for people with disabilities; offering advice and information to enquirers; and completing a life plan for clients referred to the service.

Experience required:

- Previous experience of working for a similar organisation to DART and delivering advice to clients
- A sound knowledge of the Welfare Benefits System
- Experience of completing application forms for a wide range of benefits including ESA;PIP;HB;CTB;AA
- Experience of working with computers and software including word and excel
- Good oral and written communication skills
- The ability to organise and manage own workload and meet deadlines
- A team player, willing to undertake all roles within the organisation including reception; post etc.
- Good listening skills
- Experience of keeping detailed Client records

Closing date for all applications is **10 am on Wednesday 22nd October**, with interviews to take place 28th and 29th October

For further information or to request an application pack visit our homepage at www.calderdaledart.org.uk

Or email us at: calderdaledart@hotmail.co.uk

➤ ***Shocking' discrimination against benefits claimants***

Against a backdrop of rhetoric demonising people on benefits, disabled benefits claimants have revealed the prejudice and discrimination they face in their daily lives in an online poll.

The poll of people in receipt of housing benefit, incapacity benefit, employment and support allowance, DLA, personal independence payments, carers allowance, jobseeker's allowance and tax credits, put the figure for people facing verbal abuse at 800 thousand and physical abuse at 200 thousand. It found that nearly 40 per cent of benefits claimants felt that they were perceived in a negative light, something which affected their self-esteem.

It also found that 18 percent had faced prejudice by a potential employer; 18 per cent had struggled to open a current account; and that 16 per cent had been denied the chance to rent a home. Katharine Sacks-Jones from the Who Benefits? campaign told Disability Now

that although the findings were 'shocking' they were not surprising. She said: "So much of the debate and coverage of people who need support from benefits is really negative."

Sacks-Jones said that she was worried that the prejudice faced by people on benefits was getting worse and added: "We want to see the way that benefits are talked about being far more respectful and accurate. We want politicians to focus on the real reasons people need support from benefits which is the high cost of living, housing being expensive, low wages and people not getting adequate support to help them with mental and physical disabilities." [Click here to read the report](#)

(Information from Disability Now)



DEBT ADVICE

If you find yourself in financial hardship, it's essential you don't simply bury your head in the sand as these problems won't simply disappear. Thankfully, there are a number of debt advice services available to help you find a solution to your money worries.

StepChange Debt Charity

The charity formerly known as CCCS offers a host of solutions, including debt management plans (DMPs), Individual voluntary arrangements (IVAs), bankruptcy and equity release.

All advice and services offered are free, with the exception of IVAs.

If you do have debt problems, you can make use of their online [Debt Remedy](#) tool or give them a call on 0800 138 1111.

The Money Advice Service

The Money Advice Service, or MAS, has a wider remit than traditional debt charities, as it looks to guide people through all financial life events (such as getting married or buying a house) rather than simply money troubles.

Nonetheless, the government-backed site does have a free, unbiased debt advice service, so they may well be able to help you.

Visit their website <https://www.moneyadviceservice.org.uk/en/categories/taking-control-of-debt>, or give them a call on 0300 500 5000

National Debtline

National Debtline offers help to people with debt problems across England, Scotland and Wales. You can get advice online or ring them on 0808 808 4000

Citizens Advice

Finally, Citizens Advice offers a host of debt advice, including how to dispute credit card debts, budgeting and options for dealing with urgent debts.

All its advice is free, impartial and independent. So visit their debt site or call them 08444 111 444.



➤ **UK heating Schemes**

There are a number of government funded schemes across England, Northern Ireland, Scotland and Wales, which provide help with heating.

England Scotland and Wales

In England Scotland and Wales you can get help under the Green Deal, which you will have to repay later. Green Deal provides help for:

- insulation - e.g. loft or cavity wall insulation
- heating and hot water
- draught-proofing
- double glazing
- generating your own energy - e.g. solar panels or wind turbines

You will first need an assessment to work out the most cost-effective improvements. This work will then be financed by a provider and carried out. You will be expected to pay for the work done through your future electricity bill.

For more information see www.greendealinitiative.co.uk/.

Other help

If you live in England Scotland or Wales you can get £140 rebate on your electricity bill as part of the Warm Home Discount Scheme.

You may get this if you or your partner is on the guarantee element of pension credit pension and your energy supplier is participating in the scheme.

Your energy supplier can also choose to give you the £140 rebate even if you don't receive guarantee credit if you are on certain benefits. For more information contact your local electricity supplier or go to www.gov.uk/the-warm-home-discount-scheme.

You may also be able to get cold weather and winter fuel payments.

Where can I get more help or information?

You can get advice on heating from the following:

- The Home Heat Helpline (<http://www.homeheathelpline.org.uk/>) for anyone living in England, Scotland or Wales. Telephone 0800 33 66 99 (free Minicom 0800 027 2122).
- The Energy Saving Trust (www.energysavingtrust.org.uk) has a network of local advice centres throughout the United Kingdom and Northern Ireland (www.energysavingtrust.org.uk/northernireland) as well as online information. You can request a call back from your local advice centre by calling 0800 512 012.

(Disability Rights UK Factsheet)

➤ Confirmation that the DWP has your Fit note

You can now find out if your fit note (medical certificate) has been received by the Department for Work and Pensions (DWP)

To do this, put your mobile number on the top right corner of your Fit note when you send it. The DWP will send you a text when they have received it and when you can expect payment. However, you need to wait 7 working days for your note to be received so don't chase up before then.

- ***Disabled Motoring UK -is a campaigning charity for disabled drivers, passengers and Blue Badge holders.***



They lobby government & businesses across the UK in order to improve parking, refuelling and access provision for disabled people, so that they can access the goods and services that they need. Disabled Motoring UK is not just an organisation for drivers. They also campaign for and support passengers, scooter and wheelchair users, families and carers.

Their information officers can answer your questions about accessible parking, vehicle adaptations, congestion charging and other issues that affect their members.

Their monthly magazine, *Disabled Motoring*, includes information on our current campaigns, the latest news and reviews of vehicles, scooters and mobility aids as well as features on everything from accessible holidays to vehicle reviews. The magazine is free to members, who also benefit from a wide range of concessions and their confidential casework service.

Disability Motoring says “Becoming a member of Disabled Motoring UK not only entitles you to a great range of benefits, it also lends your voice to our campaigns.”

“Join us today to receive our monthly magazine, access to our information service and discounts on goods and services.”

From £24 per year - [Click here to join >](#)

DISABLED MOTORING UK

Address:

National Headquarters
Ashwellthorpe
Norwich
NR16 1EX

Telephone: 01508 489449

Email: info@disabledmotoring.org

➤ National Minimum Wage Rate Increase

If you are an employer you will need to increase the National Minimum Wage rates for your low paid employees on 1st October 2014

The National Minimum Wage is the minimum pay per hour workers are entitled to by law.

The Government announced the following minimum rates will come into effect from 1 October 2014:

- a 19p (3%) increase in the adult rate (from £6.31 to £6.50 per hour)
- a 10p (2%) increase in the rate for 18-20 year olds (from £5.03 to £5.13 per hour)
- a 7p (2%) increase in the rate for 16-17 year olds (from £3.72 to £3.79 per hour)
- a 5p (2%) increase in the rate for apprentices (from £2.68 to £2.73 per hour)

Different minimum wage rates apply depending on the circumstances of the worker. Factors such as a worker's age, the provision of accommodation, travel time and uniform hire can all affect how much a worker is owed and must be taken into account by the employer.

Check what rates you should be paying to each worker as there are different rates for different types of workers. Visit www.gov.uk/national-minimum-wage for more information.

All businesses are required to pay the minimum wage to workers, regardless of company size.

Failure to pay the minimum wage

The Government is committed to increasing compliance with minimum wage legislation and effective enforcement of it. Everyone who is entitled to the minimum wage should receive it.

In October 2013, the Government introduced a new naming scheme which has made it simpler to name and shame employers who break the law. Under this scheme the Government will name all employers that have been issued with a Notice of Underpayment, unless employers meet one of the exceptional criteria or have arrears of £100 or less. Further information on the naming scheme is available at: www.gov.uk/government/publications/enforcing-national-minimum-wage-law

The naming scheme is one of a range of tools at the Government's disposal to tackle underpayment. Employers who pay workers less than the minimum wage not only have to pay back arrears of wages at current minimum wage rates, but also face financial penalties of up to £20,000 and in the most serious cases employers can be prosecuted.

More information

If employers are unsure about what they should be paying, they should call the Pay and Work Rights Helpline on 0800 917 2368 or visit www.gov.uk for free advice and information.

Have a conversation with your worker to ensure you have the correct details (e.g. check their birthdays, and whether they are an apprentice).

Keep a record of the number of hours worked by each worker, such as a timesheet system, to make sure you are paying them for the correct number of hours per week/ month.

Keep your payroll updated for each worker to ensure you are paying the correct amount.

- See more at: <http://disabilityrightsuk.org/news/2014/september/national-minimum-wage-rate-increase#sthash.OlZJugQd.dpuf>

➤ ***This is a rolling timetable of expected changes to the benefits, tax credits and social care system***

From October 2014

- From 27th October 2014 the number of waiting days which apply before a person may be entitled to Jobseeker's Allowance or Employment and Support Allowance will rise from 3 to 7. See SI 2014/2309

From April 2015

- Post Office card account (POCA) to be reviewed.
- The Local Welfare Assistance fund used to fund local welfare assistance schemes in England to be removed.

From June 2015

- The Independent Living Fund will close from 30 June 2015. See DWP announcement.

From July 2015

- The launch of the new Scottish Independent Living Fund (SILF) which is intended to safe-guard the support given to more than 3,000 disabled people across Scotland who are currently receiving help under the Independent Living Fund (ILF) Scheme. In addition the scheme will also be open to new applicants.

From autumn 2015

- New Tax-free Childcare scheme starts to be phased in from autumn 2015 for families with all parents in work, where each earns less than £150,000 a year and does not already receive support through tax credits or universal credit. Payment will be 20% – equivalent to the basic rate of tax – of their yearly childcare costs up to £6,000 per child.

From September 2015

- Reduction in support available as part of Disabled Students Allowance

From October 2015

- Remaining working age DLA claimants begin to be reassessed for the personal independence payment. See Factsheet F60 - personal independence payment - a guide to making a claim.

From winter 2015

- Winter fuel payments will no longer be payable to people living in an EEA country with an average winter temperature higher than that in the warmest region of the UK

From April 2016

- Bereavement support payment replaces current bereavement benefit system.
- Introduction of single-tier pension
- Cap on the amount the elderly will pay for social care in England will be £72,000.
- Removal of Assessed Income Period in Pension Credit awards. Households on Pension Credit will now need to report all changes in their circumstances that will affect their benefit as they happen. Pensioners aged 75 and over who have an indefinite assessed income period in place will be exempt unless the assessed income period would end under current rules.

From May 2018

- Expected date for completion of personal independence payment assessments for working age claimants moving from DLA.

From October 2020

- State pension age for both men and women increases to 66.

From April 2026

- The Government will start to raise the State Pension age to 67 in stages from this date

From April 2028

State pension age will be 67



Membership of the Garden Club gives access to:

- Advice on garden design
- Answers to horticultural questions
- Grants from the Trust

Individual annual membership £8

Individual 10 year membership £40

Groups – Two year's membership £20

A Newsletter is published once a year. The Newsletter gives members:

- a platform to share experiences that may help overcome gardening problems
- an opportunity to exchange seeds and plants
- recipes
- gardening tips
- articles of specific interest to gardeners with disabilities

Gardening can be fun again

Don't let age, accident or disability stop you from enjoying your garden. Start by planning your way out of trouble, frustration and aching muscles. Bring the soil to a height that suits you, get the right tools, eliminate weeds by mulches or permeable fabric and congratulate yourself.

The Secretary,
Gardening for Disabled Trust,
PO Box 285
Tunbridge Wells
Kent. TN2 9JD
Website: www.gardeningfordisabledtrust.org.uk

➤ ***Definition of disability under the Equality Act 2010***

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

What 'substantial' and 'long-term' mean

- 'substantial' is more than minor or trivial - e.g. it takes much longer than it usually would to complete a daily task like getting dressed
 - 'long-term' means 12 months or more - e.g. a breathing condition that develops as a result of a lung infection
- There are special rules about recurring or fluctuating conditions, for example, arthritis.

Progressive conditions

A progressive condition is a condition that gets worse over time. People with progressive conditions can be classed as disabled.

However, you automatically meet the disability definition under the Equality Act 2010 from the day you're diagnosed with HIV infection, cancer or multiple sclerosis.

What isn't counted as a disability?

Some conditions aren't covered by the disability definition. These include addiction to non-prescribed drugs or alcohol. To find out about the conditions which aren't covered, download the 'Equality Act Guidance'.

Disability Rights

As a disabled person, you have rights to protect you from discrimination. These rights cover most areas including:

- employment

- education
- dealing with the police

The Equality Act 2010 and the United Nations (UN) Convention on **disability rights** help to enforce protect and promote your rights.

Employment

It's against the law for employers to discriminate against you because of a disability. The Equality Act 2010 protects you and covers areas including:

- application forms
- interview arrangements
- aptitude or proficiency tests
- job offers
- terms of employment, including pay
- promotion, transfer and training opportunities
- dismissal or redundancy
- discipline and grievances

Reasonable adjustments in the workplace

An employer has to make 'reasonable adjustments' to avoid you being put at a disadvantage compared to non-disabled people in the workplace. For example, adjusting your working hours or providing you with a special piece of equipment to help you do the job.

Recruitment

An employer who's recruiting staff may make limited enquiries about your health or disability.

You can only be asked about your health or disability:

- to help decide if you can carry out a task that is an essential part of the work
- to help find out if you can take part in an interview
- to help decide if the interviewers need to make reasonable adjustments for you in a selection process
- to help monitoring
- if they want to increase the number of disabled people they employ
- if they need to know for the purposes of national security checks

You may be asked whether you have a health condition or disability on an application form or in an interview. You need to think about whether the question is one that is allowed to be asked at that stage of recruitment.

Redundancy and retirement

You can't be chosen for [redundancy](#) just because you're disabled. The selection process for redundancy must be fair and balanced for all employees.

Your employer cannot force you to retire [if you become disabled](#).

Education

It's against the law for a school or other education provider to treat disabled students unfavourably. This includes:

- 'direct discrimination' - e.g. refusing admission to a student because of disability
- 'indirect discrimination' - e.g. only providing application forms in one format that may not be accessible
- 'discrimination arising from a disability' - e.g. a disabled pupil is prevented from going outside at break time because it takes too long to get there
- 'harassment' - e.g. a teacher shouts at a disabled student for not paying attention when the student's disability stops them from easily concentrating
- victimisation – e.g. suspending a disabled student because they've complained about harassment

Reasonable adjustments

An education provider has a duty to make 'reasonable adjustments' to make sure disabled students are not discriminated against. These changes could include:

- changes to physical features - for example, creating a ramp so that students can enter a classroom
- providing extra support and aids (such as specialist teachers or equipment)

Special Educational Needs (SEN)

All publicly-funded pre-schools, nurseries, state schools and local authorities must try to identify and help assess children with **Special Educational Needs**.

If a child has a **statement of special educational needs**, they should have a 'transition plan' drawn up in Year 9. This helps to plan what support the child will have after leaving school.

Higher education

All universities and higher education colleges should have a person in charge of disability issues that you can talk to about the support they offer.

You can also ask local social services for an **assessment** to help with your day-to-day living needs.

Police

If you're being questioned or interviewed at a police station you've certain rights depending on your impairment.

Deaf, hearing-impaired or speech difficulties

The police should arrange for an interpreter to be present with you. The police can interview you without an interpreter if a delay would result in harm to people, property or evidence.

Learning disabilities

The police should only interview someone who has a learning disability when a responsible person (referred to as an 'appropriate adult') is present. The appropriate adult should not work for the police and should have experience of people with learning disabilities. The police

can interview you without an appropriate adult if a delay would result in harm to people, property or evidence.

Right to medical treatment

If you're being kept in a police cell, you've the right to a medical examination by a healthcare worker. A healthcare worker may be a paramedic, nurse or a police surgeon (sometimes referred to as a 'Forensic Medical Examiner').

If you do not want to be examined by the healthcare worker provided, you could be examined by a general practitioner (GP) that you choose - if they're available. You may have to pay for this, and this payment will be noted down.



➤ **Grow Your Tenner start date confirmed**

The Grow Your Tenner 2014 will launch on **Tuesday 14th October at 10am**, matching the first **£10** of each donation made through Localgiving.com and giving DART the opportunity to access up to **£12,000** of match funding!

Throughout the campaign, Local Giving be matching one-time donations pound-for-pound up to £10, and monthly donations up to £10 per month for 6 months. All charities with active memberships are eligible to receive match funding, and the campaign will run across the whole of the UK.

With Gift Aid, a one-time donation of £10 made through Localgiving.com during Grow Your Tenner will generate **£21.54** for DART.

To make a donation go to

www.localgiving/calderdaledart then click 'donate now'

Choose the amount you want to donate, enter your details and click donate.

Proceed to enter your payment details or pay via PayPal

Add gift aid and comment on your donation.

If you need any help please get in touch with DART. Thanks again for your generosity and support. We hope you'll continue to support us through Localgiving.com

Whilst every effort is taken to ensure that the information given is accurate, Calderdale DART cannot accept responsibility for the description or other circumstances relating to information given in this newsletter