



Rt Hon Seema Malhotra MP
Minister for Equalities
Women and Equalities Unit

CC: Rt Hon Sir Alan Campbell MP Leader of the House of Commons
CC: Rt Hon Sir Stephen Timms MP, Minister for Social Security and Disability

June 2026

Dear Minister,

We are writing to you as a group of charities and organisations to urge you to bring forward the Draft Equality (Race and Disability) Bill and ensure it is given parliamentary time so it can be passed into law.

Too many disabled people face barriers to getting into and staying in work, including negative attitudes and a lack of access to flexible working and reasonable adjustments. Scope's research shows that disabled people are more than twice as likely to fall out of work as non-disabled people. If the Government is serious about tackling the disability employment gap, this must change.

Pay gap reporting is a vital step towards disability equality in the workplace. By publishing this data, employers can identify the barriers their disabled employees face and make changes to their working practices to remove these barriers and retain disabled talent. Publishing this data also demonstrates that an employer is serious about creating an inclusive workplace. Reporting builds trust and accountability: 36% of disabled people say they are more likely to consider working for an employer that publishes disability workforce data.





We were pleased to see the Government commit to legislate on this in 2024. However, two years later, we are still waiting for the bill to come before Parliament. The Government has an opportunity to take bold and proactive steps towards closing the disability employment gap by bringing this bill forward.

We welcome further opportunities to ensure that when disabled people do enter the workplace, they are properly supported. Too often, requests for reasonable adjustments are delayed or denied. While the Equality Act 2010 and Access to Work give disabled people the right to request adjustments, many employers lack the confidence or knowledge to put these into practice. We therefore welcome further steps the Government can take to address this issue, such as implementing the recommendations of the Work and Pensions Committee inquiry: *Disability at Work*.

Once again, we urge you to bring the Equality (Race and Disability) Bill onto the parliamentary agenda as soon as possible.

Yours Sincerely,

Scope, John McLachlan, Interim CEO
Scope, Sir Robin Millar CBE, Chair of Trustees
Scope Ambassador, Dr Shani Dhanda

Access to Work Collective
Arthritis UK, Deborah Alsina MBE, Chief Executive
Asthma + Lung UK, Sarah Sleet, CEO
Bipolar UK, Simon Kitchen, CEO
Diabetes UK, Colette Marshall, Chief Executive
Difference North East, Christopher Hartworth, Director
Disability@Work, Professor Kim Hoque
Disability Law Service, Hannah West, Acting Co-CEO
Disability Rights UK, Fazilet Hadi, Head of Policy, Advice and Information



SCOPE

Ethnicity Pay Gap Campaign, Dianne Greyson, Founder
Epilepsy Action, Rebekah Smith, Chief Executive
Guide Dogs, Andrew Lennox, CEO
Inclusion Barnet, Caroline Collier, CEO
Joseph Rowntree Foundation, Julian Hartley, Chief Executive
Kidney Care UK, Paul Bristow, Chief Executive
Mind, Dr Sarah Hughes, Chief Executive
Mencap, Jon Sparkes OBE, Chief Executive
Mental Health UK, Brian Dow, CEO
Money and Mental Health Policy Institute, Helen Undy OBE, Chief Executive
MS Society, Sarah Rawlings, Executive Director of Research and External Affairs
MS Together, Amy Thompson, CEO
Muscular Dystrophy UK, Andrew Fletcher, Chief Executive
National Rheumatoid Arthritis Society, Peter Foxton, CEO
Parkinsons UK, Rowan Wathes, Associate Directory of Policy and Health Strategy
People Like Us, Sheeraz Gulsher, Co-founder
Rethink Mental Illness, Mark Winstanley, CEO
RNIB, Simon Antrobus, CEO
The ME Association, Dr Charles Shepherd, Honorary Medical Adviser
The National Autistic Society, Caroline Stevens, Chief Executive
Thomas Pocklington Trust, Charles Colquhoun, Chief Executive
Trussell, Helen Barnard, Director of Policy
Voluntary Organisations Disability Group, Dr Rhidian Hughes, Chief Executive



