

## LEONARD CHESHIRE DISABILITY: SURVEY OF LINE MANAGERS

Methodology: ComRes interviewed 504 UK line managers responsible for or involved in the recruitment process online, from June 15th to June 29th 2017. Data were weighted to be nationally representative by UK region, sector type (public, private and non-sector), and by number of employees in the organisation. ComRes is a member of the British Polling Council and abides by its rules.

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## J3029972 Leonard Cheshire Employers Survey

S1. Are you? .....	1
Base: All respondents	
S2. Which of the following best describes your current working status? .....	2
Base: All respondents	
S3. In which region do you work? If you work in more than one of the regions listed, please select the one that you spend the most of your working hours in. ....	3
Base: All respondents	
S4. What sector would you say you work in? .....	5
Base: All respondents	
S5. Which sector does your organisation fall under? .....	8
Base: All respondents	
S6. How many people does your organisation employ, not including yourself? .....	9
Base: All respondents	
S7. Are you a line manager in the organisation you work at (i.e. someone with direct managerial responsibility for a particular employee?) .....	10
Base: All respondents	
S8. Which of the following best describes your involvement in recruitment at the organisation where you work? .....	11
Base: All respondents	
Q1. Below is a list of government schemes relating to employment. Please select all the ones you have heard of. ....	12
Base: All respondents	
Q2. Does your organisation offer occupational health support? .....	13
Base: All respondents	
Q3. When deciding whether or not to employ someone, in what way, if at all, would a declared disability impact your choice? .....	14
Base: All respondents	
Q4_SUM. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people? SUMMARY TABLE .....	15
Base: All respondents	
Q4_1. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people? Ensuring the application process is accessible to people of all disabilities .....	16
Base: All respondents	
Q4_2. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people? Ensuring the interview process is accessible to people of all disabilities .....	17
Base: All respondents	
Q4_3. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people? The cost of making workplace adjustments .....	18
Base: All respondents	
Q4_4. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people? The practicalities of making workplace adjustments .....	19
Base: All respondents	
Q4_5. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people? Managing their ongoing performance .....	20
Base: All respondents	
Q5. Which of the following reasons, if any, would affect your decision to employ someone with a declared disability? .....	21
Base: All respondents	
Q6_SUM. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? SUMMARY TABLE .....	23
Base: All respondents	
Q6_1. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Working from home .....	24
Base: All respondents	
Q6_2. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Flexible working hours (e.g. different start times, shorter hours) .....	25
Base: All respondents	

## **J3029972 Leonard Cheshire Employers Survey**

Q6_3. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Part-time working hours .....	26
Base: All respondents	
Q6_4. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Time off work to attend disability-related medical appointments/treatment .....	27
Base: All respondents	
Q6_5. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Breaks during the working day .....	28
Base: All respondents	
Q6_6. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Flexible role duties that take into account the disability (e.g. no late nights, long-distance travel or physically intensive work) .....	29
Base: All respondents	
Q6_7. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Adapted office furniture (e.g. a specialist chair or adapted desk) .....	30
Base: All respondents	
Q6_8. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Time off work due to the impact of a disability .....	31
Base: All respondents	
Q6_9. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Specialist IT equipment .....	32
Base: All respondents	
Q6_10. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Physical adjustments to the building .....	33
Base: All respondents	
Q6_11. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? Work trials in place of/ alongside formal interviews .....	34
Base: All respondents	
Q7. How many disabled people do you employ in your organisation, as a percentage of the total workforce? .....	35
Base: All respondents	
Q8. How many disabled people have you recruited in the last 18 months, as a percentage of the total workforce? .....	37
Base: All who say they have recruited disabled people	

## J3029972 Leonard Cheshire Employers Survey

### S1. Are you?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	298	298	-	260	38	232	66	170	95	168	28	71	111	139	135	107	172
	59%	100%	-	64%	39%	62%	51%	59%	59%	58%	51%	65%	53%	57%	65%	59%	59%
		b		d		f									l		
Female	206	-	206	147	59	143	62	119	67	121	27	38	97	106	72	75	118
	41%	-	100%	36%	61%	38%	49%	41%	41%	42%	49%	35%	47%	43%	35%	41%	41%
			a		c		e						n				
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S2. Which of the following best describes your current working status?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Working full time - working 30 hours per week or more	407	260	147	407	-	307	100	225	138	230	45	90	175	203	161	164	218
	81%	87%	71%	100%	-	82%	78%	78%	85%	80%	82%	83%	84%	83%	78%	90%	75%
		b		d												p	
Working part time - working between 8 and 29 hours per week	97	38	59	-	97	68	29	63	24	59	10	19	33	43	45	19	72
	19%	13%	29%	-	100%	18%	22%	22%	15%	20%	18%	17%	16%	17%	22%	10%	25%
			a		c											o	
Not working but seeking work	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not working and not seeking work	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired on a state pension only	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired with a private pension	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
House person, housewife, househusband, etc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
In full or part time education or training	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S3. In which region do you work? If you work in more than one of the regions listed, please select the one that you spend the most of your working hours in.

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
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Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
North East	21	12	9	15	6	17	4	11	10	11	2	7	6	8	12	10	11
	4%	4%	4%	4%	6%	5%	3%	4%	6%	4%	4%	6%	3%	3%	6%	6%	4%
North West	65	42	23	56	9	55	10	32	26	39	10	10	32	34	25	25	35
	13%	14%	11%	14%	9%	15%	8%	11%	16%	14%	18%	9%	15%	14%	12%	14%	12%
Yorkshire and the Humber	34	16	17	30	4	22	12	21	11	18	3	6	17	15	12	9	21
	7%	6%	8%	7%	4%	6%	9%	7%	7%	6%	5%	6%	8%	6%	6%	5%	7%
East Midlands	30	18	12	24	6	22	8	19	7	20	2	6	10	14	13	7	21
	6%	6%	6%	6%	6%	6%	6%	7%	4%	7%	4%	6%	5%	6%	6%	4%	7%
West Midlands	36	28	8	31	5	25	11	22	10	27	1	7	14	19	14	14	17
	7%	10%	4%	8%	5%	7%	9%	8%	6%	9%	2%	7%	7%	8%	7%	8%	6%
East of England	30	18	12	28	2	21	9	20	6	16	3	7	9	14	13	5	23
	6%	6%	6%	7%	2%	6%	7%	7%	4%	6%	6%	6%	4%	6%	6%	3%	8%
London	85	52	33	67	18	60	25	36	42	48	19	11	40	42	30	45	36
	17%	17%	16%	16%	19%	16%	20%	13%	26%	17%	35%	10%	19%	17%	14%	25%	13%
South East	90	53	37	68	22	71	19	53	25	36	8	29	28	46	42	33	53
	18%	18%	18%	17%	23%	19%	15%	18%	16%	13%	15%	26%	14%	19%	20%	18%	18%
South West	50	26	24	42	8	39	11	34	8	33	4	10	25	22	21	17	30
	10%	9%	12%	10%	8%	10%	8%	12%	5%	11%	7%	9%	12%	9%	10%	9%	10%
Wales	18	9	9	13	5	13	5	11	5	10	-	6	5	7	9	3	13
	4%	3%	4%	3%	5%	3%	4%	4%	3%	3%	-	6%	2%	3%	4%	1%	4%
Scotland	34	13	21	23	10	22	12	21	9	23	3	7	16	19	11	12	21
	7%	4%	10%	6%	11%	6%	9%	7%	6%	8%	5%	6%	8%	8%	5%	7%	7%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

### J3029972 Leonard Cheshire Employers Survey

**S3. In which region do you work? If you work in more than one of the regions listed, please select the one that you spend the most of your working hours in.**

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Northern Ireland	11	9	1	9	1	8	2	7	2	7	-	4	5	5	3	2	7
	2%	3%	1%	2%	1%	2%	2%	2%	1%	2%	-	3%	2%	2%	2%	1%	2%
		b															

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S4. What sector would you say you work in?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	14 3%	7 2%	7 3%	11 3%	3 3%	10 3%	4 3%	11 4%	2 1%	5 2%	- -	8 7% ij	5 2%	9 4%	4 2%	3 2%	10 3%
Production (e.g. manufacturing, utilities and mining)	28 6%	20 7%	8 4%	28 7% d	- -	17 5%	11 8%	12 4%	14 9%	16 6%	4 7%	5 5%	16 8%	20 8%	8 4%	15 8%	13 5%
Construction	34 7%	23 8%	11 5%	31 8%	3 3%	24 6%	10 8%	21 7%	10 6%	16 6%	3 6%	14 13% i	12 6%	16 7%	14 7%	11 6%	22 8%
Property (e.g. real estate)	29 6%	19 6%	10 5%	22 5%	7 7%	17 5%	12 9%	22 8% h	5 3%	15 5%	3 6%	4 3%	15 7%	16 6%	10 5%	10 5%	18 6%
Motor trades	8 2%	6 2%	2 1%	6 1%	2 2%	6 2%	2 2%	5 2%	2 1%	2 1%	2 4%	3 3%	1 *	3 1%	5 2%	2 1%	3 1%
Wholesale	8 2%	4 1%	4 2%	7 2%	1 1%	6 2%	3 2%	2 1%	6 4% g	4 1%	3 6% i	2 2%	3 2%	5 2%	2 1%	4 2%	4 1%
Retail (e.g. consumer goods)	52 10%	27 9%	24 12%	43 10%	9 9%	39 10%	12 10%	25 9%	16 10%	29 10%	6 11%	10 9%	24 12%	33 14%	16 8%	19 10%	29 10%
Transport and storage (inc. postal)	17 3%	12 4%	5 2%	13 3%	4 4%	13 4%	4 3%	9 3%	3 2%	8 3%	1 2%	6 6%	6 3%	6 2%	9 4%	4 2%	12 4%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p



## J3029972 Leonard Cheshire Employers Survey

### S4. What sector would you say you work in?

Base: All respondents

								PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE						ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT							AWARE OF SCHEME				
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
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Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Hospitality - accommodation and food services	23 5%	6 2%	17 8% a	18 4%	5 5%	18 5%	5 4%	16 6%	3 2%	12 4%	2 4%	6 5%	5 2%	7 3%	14 7% lm	7 4%	14 5%
Information and communication	40 8%	25 8%	15 7%	35 9%	5 5%	29 8%	11 8%	21 7%	14 9%	25 9%	5 9%	7 6%	10 5%	14 6%	23 11% lm	11 6%	23 8%
Finance and insurance	33 6%	24 8%	9 4%	25 6%	8 8%	21 6%	12 9%	15 5%	13 8%	25 9%	5 9%	3 3%	12 6%	18 7%	13 6%	13 7%	17 6%
Business administration and support services	45 9%	28 9%	17 8%	35 9%	10 11%	36 10%	9 7%	29 10%	12 7%	32 11%	2 4%	8 7%	20 10%	20 8%	22 11%	16 9%	27 9%
Professional, scientific and technical	55 11%	38 13%	17 8%	44 11%	11 11%	46 12%	9 7%	31 11%	19 12%	29 10%	8 15%	12 11%	26 13%	27 11%	21 10%	22 12%	32 11%
Public administration and defence	2 *	- -	2 1%	2 1%	- -	2 1%	- -	- -	2 1%	- -	2 4% ik	- -	- -	2 1%	- -	2 1%	- -
Education	18 3%	7 2%	10 5%	14 3%	4 4%	11 3%	7 5%	8 3%	8 5%	12 4%	4 7% k	1 1%	9 5%	5 2%	7 3%	6 3%	10 3%
Health	15 3%	8 3%	7 3%	11 3%	4 4%	9 2%	6 5%	5 2%	10 6% g	9 3%	- -	2 2%	9 4% n	11 4% n	2 1%	8 4%	6 2%
Care	10 2%	4 1%	6 3%	7 2%	3 3%	8 2%	2 1%	4 1%	6 4%	7 2%	2 4% k	- -	5 2%	5 2%	4 2%	7 4% p	3 1%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S4. What sector would you say you work in?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
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Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Arts, entertainment, recreation and other services	27	12	15	18	9	23	4	18	6	15	-	9	12	11	11	5	20
	5%	4%	7%	4%	9%	6%	3%	6%	4%	5%	-	j	6%	4%	5%	3%	7%
Other	45	27	19	37	9	39	6	33	11	28	3	9	16	18	21	17	26
	9%	9%	9%	9%	9%	10%	5%	11%	7%	10%	6%	8%	8%	8%	10%	10%	9%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S5. Which sector does your organisation fall under?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public	5	3	2	5	-	4	1	3	2	-	1	4	2	3	2	4	1
	1%	1%	1%	1%	-	1%	1%	1%	1%	-	2%	4%	1%	1%	1%	2%	*
											i	i					
Private (not including third sector e.g. charities and non-profit)	484	290	194	391	92	363	120	278	153	275	53	104	197	234	202	172	283
	96%	97%	94%	96%	95%	97%	94%	96%	94%	95%	96%	96%	95%	95%	98%	94%	98%
																	o
Third sector (e.g. charities and non-profit)	15	6	10	11	4	8	7	7	7	13	1	1	9	8	3	7	6
	3%	2%	5%	3%	5%	2%	6%	3%	4%	5%	2%	1%	4%	3%	1%	4%	2%
None of these	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S6. How many people does your organisation employ, not including yourself?

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1-4	383	239	145	309	74	309	74	217	122	218	38	85	155	182	162	145	216
	76%	80%	70%	76%	76%	82%	58%	75%	75%	75%	70%	78%	75%	74%	79%	79%	74%
		b				f											
5-9	60	25	35	43	17	31	29	42	16	35	9	11	24	31	23	13	44
	12%	9%	17%	11%	18%	8%	23%	14%	10%	12%	17%	10%	12%	13%	11%	7%	15%
		a				e										o	
10-19	19	12	7	16	3	9	10	10	7	13	2	3	8	9	8	6	11
	4%	4%	3%	4%	3%	2%	8%	3%	4%	4%	4%	3%	4%	4%	4%	3%	4%
						e											
20-49	31	17	14	28	3	20	11	18	10	19	3	6	15	15	12	10	18
	6%	6%	7%	7%	3%	5%	9%	6%	6%	7%	5%	6%	7%	6%	6%	5%	6%
50-99	2	1	1	2	-	1	1	-	2	1	1	-	-	2	-	2	-
	*	*	1%	*	-	*	1%	-	1%	*	2%	-	-	1%	-	1%	-
100-199	2	-	2	2	-	1	1	-	2	1	-	1	2	2	-	2	-
	*	-	1%	*	-	*	1%	-	1%	*	-	1%	1%	1%	-	1%	-
200-249	4	3	1	4	-	2	2	1	2	1	1	2	2	4	-	3	1
	1%	1%	1%	1%	-	1%	2%	*	1%	*	2%	2%	1%	2%	-	2%	*
250-499	2	1	1	2	-	1	1	-	2	1	-	1	1	1	1	2	-
	*	*	*	*	-	*	1%	-	1%	*	-	1%	*	1%	*	1%	-
500+	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S7. Are you a line manager in the organisation you work at (i.e. someone with direct managerial responsibility for a particular employee?)

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### S8. Which of the following best describes your involvement in recruitment at the organisation where you work?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I am responsible for recruiting new employees	375 74%	232 78%	143 70%	307 75%	68 70%	375 100%	- -	220 76%	120 74%	211 73%	46 83%	79 72%	154 74%	175 71%	160 78%	142 78%	218 75%
		b				f											
I am involved in the recruitment process but I am not directly responsible for recruiting employees	129 26%	66 22%	62 30%	100 25%	29 30%	- -	129 100%	68 24%	42 26%	77 27%	9 17%	30 28%	53 26%	70 29%	46 22%	41 22%	72 25%
			a			e											
I am not involved in the recruitment process at all	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

**Q1. Below is a list of government schemes relating to employment. Please select all the ones you have heard of.**

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Apprenticeships	433	260	173	351	82	320	112	248	138	255	41	93	194	226	162	153	257
	86%	87%	84%	86%	84%	85%	87%	86%	85%	88%	75%	85%	94%	92%	78%	84%	89%
										j			n	n			
Fit for Work	246	139	106	203	43	175	70	117	103	151	30	47	156	246	-	123	116
	49%	47%	52%	50%	44%	47%	55%	40%	63%	52%	54%	43%	75%	100%	-	67%	40%
									g				n	ln		p	
Access to Work	207	111	97	175	33	154	53	88	97	133	25	37	207	156	-	115	89
	41%	37%	47%	43%	34%	41%	41%	30%	60%	46%	46%	34%	100%	63%	-	63%	31%
			a						g	k			mn	n		p	
Disability Confidence accreditation	100	57	44	92	8	80	20	33	60	60	22	14	75	75	15	67	33
	20%	19%	21%	23%	8%	21%	16%	12%	37%	21%	40%	13%	36%	31%	7%	37%	11%
				d					g		ik		n	n		p	
None of these	40	24	16	30	10	32	8	32	4	20	2	11	-	-	40	10	24
	8%	8%	8%	7%	10%	9%	6%	11%	2%	7%	4%	10%	-	-	20%	6%	8%
								h							lm		

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q2. Does your organisation offer occupational health support?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes - through Fit for Work	61 12%	34 11%	27 13%	54 13%	7 7%	53 14% f	8 6%	14 5%	42 26% g	34 12% k	20 37% ik	4 3%	44 21% n	49 20% n	4 2%	61 33% p	- -
Yes - we have our own private scheme for staff	98 19%	63 21%	36 17%	91 22% d	7 7%	75 20%	23 18%	21 7%	61 38% g	65 22% k	15 27% k	15 13%	60 29% n	58 24% n	24 12%	98 54% p	- -
Yes - other	24 5%	11 4%	13 6%	19 5%	5 5%	15 4%	9 7%	12 4%	8 5%	12 4%	4 7%	4 4%	10 5%	16 7%	8 4%	24 13% p	- -
No	290 58%	172 58%	118 57%	218 53%	72 75% c	218 58%	72 56%	225 78% h	45 28%	160 55% j	15 28%	81 74% ij	89 43%	116 47%	148 72% lm	- -	290 100% o
Don't know	31 6%	19 6%	12 6%	25 6%	6 6%	15 4%	16 12% e	16 6%	5 3%	18 6%	1 2%	6 6%	4 2%	7 3%	22 11% lm	- -	- -
NETS																	
Net: Yes	183 36%	107 36%	75 37%	164 40% d	19 19%	142 38%	41 32%	47 16%	112 69% g	111 38% k	39 70% ik	22 20%	115 55% n	123 50% n	36 18%	183 100% p	- -

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p



### J3029972 Leonard Cheshire Employers Survey

#### Q3. When deciding whether or not to employ someone, in what way, if at all, would a declared disability impact your choice?

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No impact	289	168	121	230	59	211	77	152	96	289	-	-	133	151	105	111	160
	57%	56%	59%	56%	61%	56%	60%	53%	59%	100%	-	-	64%	61%	51%	61%	55%
										jk			n	n			
Much more likely to employ	28	17	11	25	3	26	2	2	26	-	28	-	15	16	8	23	4
	6%	6%	5%	6%	3%	7%	2%	1%	16%	-	52%	-	7%	7%	4%	13%	1%
						f			g		ik					p	
Slightly more likely to employ	26	11	16	19	7	19	7	9	15	-	26	-	10	13	10	15	11
	5%	4%	8%	5%	7%	5%	5%	3%	10%	-	48%	-	5%	5%	5%	8%	4%
			a						g		ik					p	
Slightly less likely to employ	64	37	27	53	11	41	23	46	14	-	-	64	25	32	27	15	45
	13%	12%	13%	13%	11%	11%	18%	16%	9%	-	-	59%	12%	13%	13%	8%	16%
						e		h				ij				o	
Much less likely to employ	45	34	11	37	8	38	7	39	4	-	-	45	12	15	27	7	36
	9%	11%	5%	9%	8%	10%	6%	14%	2%	-	-	41%	6%	6%	13%	4%	12%
		b						h				ij			lm	o	
Don't know	51	31	20	42	9	39	12	40	6	-	-	-	12	18	29	11	34
	10%	10%	10%	10%	9%	10%	9%	14%	4%	-	-	-	6%	7%	14%	6%	12%
								h							lm		o
<b>NETS</b>																	
Net: More likely to employ	55	28	27	45	10	46	9	11	42	-	55	-	25	30	18	39	15
	11%	9%	13%	11%	10%	12%	7%	4%	26%	-	100%	-	12%	12%	9%	21%	5%
									g		ik					p	
Net: Less likely to employ	109	71	38	90	19	79	30	85	18	-	-	109	37	47	54	22	81
	22%	24%	18%	22%	20%	21%	23%	30%	11%	-	-	100%	18%	19%	26%	12%	28%
								h				ij			l		o

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

**Q4\_SUM. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people?**

### SUMMARY TABLE

Base: All respondents

						NETS
	Total	A major barrier	A minor barrier	Not a barrier at all	Don't know	A barrier
The cost of making workplace adjustments	504	128	173	169	34	301
	100%	25%	34%	33%	7%	60%
The practicalities of making workplace adjustments	504	118	182	172	32	300
	100%	23%	36%	34%	6%	59%
Managing their ongoing performance	504	38	107	321	37	145
	100%	8%	21%	64%	7%	29%
Ensuring the application process is accessible to people of all disabilities	504	48	94	323	38	142
	100%	9%	19%	64%	8%	28%
Ensuring the interview process is accessible to people of all disabilities	504	39	88	349	28	127
	100%	8%	17%	69%	6%	25%

## J3029972 Leonard Cheshire Employers Survey

### Q4\_1. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people?

#### Ensuring the application process is accessible to people of all disabilities

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ i	Net: Less likely to employ i	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	48	29	19	40	8	38	10	26	17	12	12	24	21	25	19	18	27
	9%	10%	9%	10%	8%	10%	8%	9%	11%	4%	22%	22%	10%	10%	9%	10%	9%
											i	i					
A minor barrier	94	60	34	81	13	67	28	49	37	41	18	26	43	50	34	44	46
	19%	20%	17%	20%	13%	18%	22%	17%	23%	14%	33%	24%	21%	20%	17%	24%	16%
											i	i				p	
Not a barrier at all	323	182	142	256	68	242	82	180	105	221	24	48	141	162	126	116	190
	64%	61%	69%	63%	70%	64%	64%	63%	65%	77%	44%	44%	68%	66%	61%	63%	65%
										jk							
Don't know	38	27	11	30	8	29	9	32	2	14	1	11	3	9	27	5	27
	8%	9%	5%	7%	8%	8%	7%	11%	1%	5%	2%	10%	2%	4%	13%	3%	9%
								h				i			lm		o
<b>NETS</b>																	
Net: A barrier	142	89	53	121	21	104	38	76	55	53	30	50	64	75	53	62	73
	28%	30%	26%	30%	22%	28%	29%	26%	34%	18%	54%	46%	31%	30%	26%	34%	25%
											i	i				p	

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q4\_2. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people?

#### Ensuring the interview process is accessible to people of all disabilities

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ i	Net: Less likely to employ i	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	39	25	14	35	4	31	8	22	15	10	9	18	16	16	18	17	20
	8%	8%	7%	9%	4%	8%	6%	8%	9%	3%	17%	16%	8%	6%	9%	9%	7%
A minor barrier	88	53	35	74	14	64	24	49	31	37	20	24	34	42	38	32	52
	17%	18%	17%	18%	14%	17%	19%	17%	19%	13%	36%	22%	16%	17%	19%	18%	18%
											i	i					
Not a barrier at all	349	200	148	275	74	258	90	194	114	231	24	62	151	181	132	129	201
	69%	67%	72%	67%	76%	69%	70%	67%	71%	80%	44%	57%	73%	74%	64%	70%	69%
										jk				n			
Don't know	28	19	9	23	5	22	6	23	2	10	2	5	6	7	18	5	17
	6%	6%	4%	6%	5%	6%	5%	8%	1%	3%	4%	5%	3%	3%	9%	3%	6%
								h							lm		
<b>NETS</b>																	
Net: A barrier	127	79	48	109	18	95	33	71	46	47	29	42	50	58	56	49	72
	25%	26%	24%	27%	18%	25%	25%	25%	28%	16%	53%	38%	24%	24%	27%	27%	25%
											i	i					

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

### J3029972 Leonard Cheshire Employers Survey

#### Q4\_3. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people?

##### The cost of making workplace adjustments

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	128	75	53	105	23	95	34	100	24	29	15	67	44	53	66	28	96
	25%	25%	26%	26%	24%	25%	26%	35%	15%	10%	27%	61%	21%	21%	32%	15%	33%
								h			i	ij			lm		o
A minor barrier	173	102	71	143	30	117	56	91	65	120	22	18	75	94	60	72	92
	34%	34%	34%	35%	31%	31%	43%	32%	40%	41%	41%	17%	36%	38%	29%	39%	32%
							e			k	k			n			
Not a barrier at all	169	102	66	133	35	137	31	73	72	122	16	19	81	90	58	78	78
	33%	34%	32%	33%	36%	37%	24%	25%	45%	42%	29%	18%	39%	37%	28%	43%	27%
						f			g	k			n			p	
Don't know	34	19	15	25	9	26	8	24	1	18	2	5	7	9	23	5	23
	7%	6%	7%	6%	9%	7%	6%	8%	1%	6%	4%	5%	3%	4%	11%	3%	8%
								h							lm		o
NETS																	
Net: A barrier	301	177	124	249	53	212	89	191	89	149	37	85	119	147	126	100	188
	60%	59%	60%	61%	55%	56%	70%	66%	55%	51%	68%	78%	57%	60%	61%	55%	65%
							e	h			i	i					o

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### **Q4\_4. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people?**

#### **The practicalities of making workplace adjustments**

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	118	72	46	102	16	83	34	94	18	28	7	67	41	48	63	22	90
	23%	24%	22%	25%	16%	22%	27%	33%	11%	10%	13%	61%	20%	19%	30%	12%	31%
								h				ij			lm		o
A minor barrier	182	105	78	150	32	131	51	97	65	109	27	30	82	99	59	78	96
	36%	35%	38%	37%	33%	35%	39%	34%	40%	38%	49%	28%	40%	40%	29%	42%	33%
											k		n	n		p	
Not a barrier at all	172	105	67	131	41	135	37	71	76	135	20	8	78	89	65	78	83
	34%	35%	33%	32%	42%	36%	28%	25%	47%	47%	36%	7%	38%	36%	31%	42%	29%
								g		k	k					p	
Don't know	32	17	15	24	8	25	7	25	2	17	1	4	7	10	20	6	21
	6%	6%	7%	6%	8%	7%	5%	9%	1%	6%	2%	4%	3%	4%	10%	3%	7%
								h							lm		
<b>NETS</b>																	
Net: A barrier	300	176	124	252	48	215	85	192	84	137	34	97	123	147	122	99	186
	59%	59%	60%	62%	49%	57%	66%	67%	52%	47%	62%	89%	59%	60%	59%	54%	64%
				d				h				ij					o

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q4\_5. To what extent, if at all, do you find each of these factors to be a barrier to employing disabled people?

#### Managing their ongoing performance

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ i	Net: Less likely to employ ij	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	38 8%	25 8%	13 6%	34 8%	4 4%	31 8%	7 6%	24 8%	11 7%	7 2%	5 9%	24 22%	13 6%	17 7%	20 10%	9 5%	27 9%
A minor barrier	107 21%	67 22%	40 20%	91 22%	16 17%	71 19%	36 28%	54 19%	45 28%	44 15%	19 35%	36 33%	48 23%	54 22%	38 18%	54 30%	48 16%
Not a barrier at all	321 64%	183 61%	138 67%	253 62%	69 71%	243 65%	78 61%	181 63%	103 63%	223 77%	29 53%	42 38%	140 67%	163 66%	125 61%	114 63%	189 65%
Don't know	37 7%	23 8%	14 7%	29 7%	8 8%	30 8%	7 5%	29 10%	3 2%	15 5%	2 4%	7 6%	7 3%	12 5%	23 11%	5 3%	26 9%
<b>NETS</b>																	
Net: A barrier	145 29%	92 31%	53 26%	125 31%	20 21%	102 27%	43 34%	78 27%	56 35%	51 18%	24 44%	60 55%	61 29%	71 29%	58 28%	63 35%	75 26%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q5. Which of the following reasons, if any, would affect your decision to employ someone with a declared disability?

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I would be concerned they will struggle to do the job	184 37%	112 37%	73 35%	152 37%	32 33%	136 36%	48 37%	127 44% h	46 28%	65 23%	13 24%	80 73% ij	74 35%	86 35%	77 37%	52 29%	122 42% o
It would be an additional cost to the organisation	90 18%	60 20%	31 15%	79 19%	11 12%	61 16%	29 22%	58 20%	31 19%	32 11%	17 31% i	35 32% i	40 19%	47 19%	35 17%	34 18%	52 18%
I would be concerned they would be off work more often than those without a disability	90 18%	51 17%	39 19%	70 17%	20 21%	61 16%	29 22%	54 19%	34 21%	34 12%	9 17%	38 35% ij	43 21%	50 20%	34 17%	28 15%	56 19%
Managers and supervisors don't know how to support disabled people	49 10%	35 12%	14 7%	42 10%	7 7%	35 9%	14 11%	22 8%	23 14% g	18 6%	13 24% i	14 13% i	22 11%	30 12%	15 7%	29 16% p	15 5%
I would be concerned they will be mistreated by other employees	41 8%	28 9%	13 6%	36 9%	5 5%	30 8%	11 8%	9 3%	29 18% g	22 8%	12 22% ik	5 5%	22 11% n	27 11% n	10 5%	29 16% p	9 3%
They won't fit in with the organisation	36 7%	27 9% b	9 4%	27 7%	9 9%	32 9% f	4 3%	21 7%	14 9%	7 2%	9 17% i	20 18% i	15 7%	15 6%	16 8%	16 9%	17 6%
Other	25 5%	17 6%	8 4%	22 5%	3 3%	19 5%	6 5%	20 7% h	2 1%	10 3%	1 2%	9 8% i	9 4%	10 4%	12 6%	10 6%	14 5%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p



### J3029972 Leonard Cheshire Employers Survey

#### Q5. Which of the following reasons, if any, would affect your decision to employ someone with a declared disability?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None of these	167	98	68	126	41	133	34	79	57	143	15	2	78	88	64	61	96
	33%	33%	33%	31%	42% c	35%	26%	27%	35%	50% jk	27% k	2%	38%	36%	31%	33%	33%
Not sure	25	12	13	20	5	19	6	19	3	12	4	-	6	9	16	7	16
	5%	4%	6%	5%	5%	5%	5%	7% h	2% 2%	4% k	7% k	- -	3%	4%	8% l	4%	6%

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

**Q6\_SUM. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?**

### SUMMARY TABLE

Base: All respondents

	Total	Currently offer	Would like to offer in the future	Neither	Don't know
Breaks during the working day	504 100%	332 66%	57 11%	87 17%	29 6%
Part-time working hours	504 100%	299 59%	83 16%	92 18%	30 6%
Flexible working hours (e.g. different start times, shorter hours)	504 100%	284 56%	89 18%	101 20%	31 6%
Time off work to attend disability-related medical appointments/treatment	504 100%	242 48%	91 18%	125 25%	47 9%
Working from home	504 100%	226 45%	76 15%	172 34%	31 6%
Flexible role duties that take into account the disability (e.g. no late nights, long-distance travel or physically intensive work)	504 100%	208 41%	90 18%	155 31%	51 10%
Time off work due to the impact of a disability	504 100%	173 34%	92 18%	166 33%	72 14%
Adapted office furniture (e.g. a specialist chair or adapted desk)	504 100%	140 28%	132 26%	178 35%	53 11%
Specialist IT equipment	504 100%	128 25%	124 25%	195 39%	59 12%
Work trials in place of/ alongside formal interviews	504 100%	117 23%	159 32%	167 33%	61 12%
Physical adjustments to the building	504 100%	115 23%	118 23%	213 42%	58 12%

## J3029972 Leonard Cheshire Employers Survey

### Q6\_1. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Working from home

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	226	139	88	176	51	182	45	114	84	157	19	32	104	109	90	99	116
	45%	46%	43%	43%	52%	48%	35%	40%	52%	54%	34%	29%	50%	44%	44%	54%	40%
						f			g	jk						p	
Would like to offer in the future	76	41	36	67	9	50	26	35	36	50	14	11	43	51	19	37	39
	15%	14%	17%	17%	9%	13%	20%	12%	22%	17%	26%	10%	21%	21%	9%	20%	13%
									g		k		n	n			
Neither	172	103	69	140	32	126	46	117	40	68	20	64	49	72	84	43	119
	34%	35%	33%	34%	33%	33%	36%	40%	25%	23%	36%	59%	24%	29%	41%	24%	41%
								h			i	ij			lm		o
Don't know	31	18	13	26	5	19	12	24	2	15	2	4	11	13	15	6	16
	6%	6%	6%	6%	5%	5%	9%	8%	1%	5%	4%	4%	5%	5%	7%	3%	6%
								h									

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q6\_2. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Flexible working hours (e.g. different start times, shorter hours)

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	284	166	118	228	57	218	66	152	99	192	22	48	129	146	106	109	159
	56%	56%	57%	56%	58%	58%	52%	53%	61%	66%	40%	44%	62%	60%	51%	60%	55%
										jk			n				
Would like to offer in the future	89	54	35	76	13	59	29	42	40	43	17	21	44	53	26	45	42
	18%	18%	17%	19%	14%	16%	23%	14%	25%	15%	31%	19%	21%	22%	12%	25%	15%
									g		i		n	n		p	
Neither	101	57	44	82	19	76	25	73	21	41	13	35	28	36	57	22	72
	20%	19%	21%	20%	20%	20%	19%	25%	13%	14%	24%	32%	14%	15%	27%	12%	25%
								h			i				lm		o
Don't know	31	22	9	23	8	23	8	23	2	13	3	7	6	10	20	8	16
	6%	7%	4%	6%	8%	6%	6%	8%	1%	5%	6%	6%	3%	4%	10%	4%	6%
								h							lm		

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

### J3029972 Leonard Cheshire Employers Survey

#### Q6\_3. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

##### Part-time working hours

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	299	174	125	233	66	225	74	154	107	197	19	58	139	163	107	120	162
	59%	58%	61%	57%	68%	60%	57%	53%	66%	68%	35%	53%	67%	66%	52%	66%	56%
									g		jk	j	n	n		p	
Would like to offer in the future	83	42	41	69	14	55	28	42	36	46	22	7	36	42	27	34	47
	16%	14%	20%	17%	15%	15%	22%	15%	22%	16%	40%	6%	18%	17%	13%	19%	16%
							e		g	k	ik						
Neither	92	61	31	81	11	72	19	70	17	31	13	39	24	29	55	21	66
	18%	20%	15%	20%	11%	19%	15%	24%	10%	11%	24%	36%	12%	12%	27%	11%	23%
								h			i	i			lm		o
Don't know	30	21	9	24	6	23	7	23	2	14	1	5	8	12	17	8	15
	6%	7%	4%	6%	6%	6%	6%	8%	1%	5%	2%	5%	4%	5%	8%	4%	5%
								h									

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

### J3029972 Leonard Cheshire Employers Survey

#### Q6\_4. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

##### Time off work to attend disability-related medical appointments/treatment

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	242	135	106	195	47	177	64	106	103	175	20	29	114	127	87	105	122
	48%	45%	52%	48%	48%	47%	50%	37%	63%	61%	37%	27%	55%	52%	42%	57%	42%
									g		jk		n	n		p	
Would like to offer in the future	91	59	32	77	14	70	21	52	35	47	16	14	38	45	35	41	47
	18%	20%	16%	19%	14%	19%	17%	18%	22%	16%	29%	13%	18%	18%	17%	22%	16%
											ik						
Neither	125	75	50	99	26	94	31	94	22	41	15	58	44	57	57	27	94
	25%	25%	24%	24%	27%	25%	24%	33%	14%	14%	28%	53%	21%	23%	28%	15%	32%
								h			i	ij				o	
Don't know	47	29	17	37	10	34	12	37	2	25	3	8	11	16	27	10	26
	9%	10%	8%	9%	10%	9%	9%	13%	1%	9%	6%	7%	5%	7%	13%	6%	9%
								h							lm		

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q6\_5. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Breaks during the working day

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	332	196	136	273	60	250	82	182	108	212	25	63	143	169	131	120	192
	66%	66%	66%	67%	62%	67%	64%	63%	67%	73%	46%	58%	69%	69%	63%	66%	66%
										jk							
Would like to offer in the future	57	34	23	50	7	43	14	24	29	24	16	12	26	29	21	33	23
	11%	11%	11%	12%	7%	11%	11%	8%	18%	8%	29%	11%	13%	12%	10%	18%	8%
									g		ik					p	
Neither	87	48	38	63	24	62	25	63	20	36	10	33	30	37	40	24	61
	17%	16%	19%	15%	25%	16%	20%	22%	13%	13%	19%	30%	15%	15%	20%	13%	21%
				c				h			i					o	
Don't know	29	21	8	23	6	22	7	21	4	16	3	3	8	10	16	7	14
	6%	7%	4%	6%	6%	6%	6%	7%	3%	6%	6%	3%	4%	4%	8%	4%	5%
								h									

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

### J3029972 Leonard Cheshire Employers Survey

#### Q6\_6. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

##### Flexible role duties that take into account the disability (e.g. no late nights, long-distance travel or physically intensive work)

Base: All respondents

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	208	119	88	168	40	155	52	83	96	153	22	21	108	119	65	96	99
	41%	40%	43%	41%	41%	41%	41%	29%	59%	53%	40%	20%	52%	48%	32%	53%	34%
									g		k		n	n		p	
Would like to offer in the future	90	58	32	76	14	62	28	48	35	55	16	10	40	48	31	45	43
	18%	19%	16%	19%	14%	17%	21%	17%	22%	19%	29%	9%	19%	20%	15%	25%	15%
										k	k					p	
Neither	155	90	65	122	33	119	36	120	24	50	12	73	44	59	83	29	121
	31%	30%	32%	30%	34%	32%	28%	42%	15%	17%	22%	67%	21%	24%	40%	16%	42%
								h			ij				lm		o
Don't know	51	31	20	42	10	38	13	37	7	30	5	4	15	19	27	12	27
	10%	11%	10%	10%	10%	10%	10%	13%	4%	10%	9%	4%	7%	8%	13%	7%	9%
								h		k					l		

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p



## J3029972 Leonard Cheshire Employers Survey

### Q6\_7. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Adapted office furniture (e.g. a specialist chair or adapted desk)

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Significance Level: 95%																	
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	140	85	55	119	21	102	38	37	79	107	16	12	84	83	33	87	46
	28%	29%	27%	29%	22%	27%	29%	13%	49%	37%	30%	11%	41%	34%	16%	48%	16%
									g		k		n	n		p	
Would like to offer in the future	132	75	57	105	27	101	32	75	49	81	20	16	55	73	51	55	74
	26%	25%	28%	26%	28%	27%	25%	26%	31%	28%	37%	14%	27%	30%	25%	30%	25%
										k	k						
Neither	178	108	70	143	35	136	42	136	29	67	15	75	53	70	94	32	137
	35%	36%	34%	35%	36%	36%	33%	47%	18%	23%	28%	69%	26%	29%	45%	17%	47%
								h			ij				lm		o
Don't know	53	30	23	40	14	36	17	40	4	33	3	6	15	19	28	9	33
	11%	10%	11%	10%	14%	10%	13%	14%	2%	12%	6%	5%	7%	8%	14%	5%	11%
								h							lm		o

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q6\_8. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Time off work due to the impact of a disability

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	173	107	66	142	31	129	45	63	87	119	20	25	88	92	61	86	80
	34%	36%	32%	35%	32%	34%	35%	22%	53%	41%	36%	23%	43%	37%	30%	47%	27%
									g		k		n			p	
Would like to offer in the future	92	55	38	75	17	69	24	48	37	60	15	14	41	53	29	46	46
	18%	18%	18%	18%	18%	18%	18%	17%	23%	21%	27%	13%	20%	22%	14%	25%	16%
											k			n		p	
Neither	166	92	74	133	34	123	44	125	30	71	16	59	52	77	78	31	126
	33%	31%	36%	33%	35%	33%	34%	43%	19%	25%	30%	54%	25%	31%	38%	17%	43%
								h			ij				l		o
Don't know	72	44	28	57	15	56	16	53	8	39	4	11	26	24	38	20	39
	14%	15%	14%	14%	15%	15%	13%	18%	5%	13%	7%	10%	12%	10%	18%	11%	13%
								h							m		

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q6\_9. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Specialist IT equipment

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	128	81	46	110	18	99	29	41	64	89	19	12	70	72	38	73	50
	25%	27%	22%	27%	19%	26%	23%	14%	40%	31%	34%	11%	34%	29%	18%	40%	17%
									g		k		n	n		p	
Would like to offer in the future	124	72	52	99	25	89	35	60	54	83	19	11	59	71	43	55	62
	25%	24%	25%	24%	26%	24%	27%	21%	33%	29%	35%	10%	28%	29%	21%	30%	21%
									g		k			n		p	
Neither	195	110	85	154	41	149	46	146	36	84	14	78	56	76	101	38	147
	39%	37%	41%	38%	42%	40%	36%	51%	22%	29%	25%	72%	27%	31%	49%	21%	51%
								h			ij			lm		o	
Don't know	59	36	22	46	13	39	19	41	8	34	3	8	22	27	25	17	31
	12%	12%	11%	11%	13%	11%	15%	14%	5%	12%	6%	7%	11%	11%	12%	9%	11%
								h									

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q6\_10. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Physical adjustments to the building

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	115	68	47	93	22	85	30	24	74	85	14	11	71	74	26	78	30
	23%	23%	23%	23%	23%	23%	24%	8%	46%	29%	25%	10%	34%	30%	13%	43%	10%
									g	k	k		n	n		p	
Would like to offer in the future	118	70	47	98	20	84	33	58	49	73	20	17	59	71	35	53	60
	23%	24%	23%	24%	21%	23%	26%	20%	30%	25%	37%	16%	28%	29%	17%	29%	21%
									g	k	k		n	n		p	
Neither	213	123	90	168	45	164	49	160	34	96	19	75	58	75	120	33	168
	42%	41%	44%	41%	46%	44%	38%	55%	21%	33%	34%	69%	28%	30%	58%	18%	58%
								h			ij				lm		o
Don't know	58	37	21	48	10	42	16	46	5	35	2	6	20	25	25	18	32
	12%	13%	10%	12%	10%	11%	12%	16%	3%	12%	4%	6%	10%	10%	12%	10%	11%
								h									

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q6\_11. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future?

#### Work trials in place of/ alongside formal interviews

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	117	61	56	91	26	83	34	49	56	78	14	19	59	69	36	58	53
	23%	20%	27%	22%	27%	22%	27%	17%	34%	27%	25%	18%	29%	28%	18%	32%	18%
									g				n	n		p	
Would like to offer in the future	159	89	70	133	26	114	45	79	68	96	25	21	78	83	56	77	77
	32%	30%	34%	33%	27%	30%	35%	27%	42%	33%	45%	19%	37%	34%	27%	42%	26%
									g	k	k		n			p	
Neither	167	106	60	134	33	131	36	122	24	76	13	63	51	73	83	30	130
	33%	36%	29%	33%	34%	35%	28%	42%	15%	26%	24%	58%	25%	30%	40%	16%	45%
								h			ij				lm		o
Don't know	61	41	20	49	12	47	14	38	14	38	3	6	20	20	32	18	30
	12%	14%	10%	12%	12%	13%	11%	13%	8%	13%	6%	5%	9%	8%	16%	10%	10%
										k					m		

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q7. How many disabled people do you employ in your organisation, as a percentage of the total workforce?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	288	170	119	225	63	220	68	288	-	152	11	85	88	117	149	47	225
	57%	57%	58%	55%	65%	59%	53%	100%	-	53%	20%	78%	42%	48%	72%	26%	78%
								h		j		ij			lm		o
Less than 1%	48	28	20	41	7	29	19	-	48	28	6	8	29	30	11	30	16
	9%	9%	10%	10%	7%	8%	15%	-	29%	10%	11%	7%	14%	12%	5%	17%	6%
							e		g				n	n		p	
1-5%	59	31	28	55	4	45	14	-	59	37	16	6	34	38	11	47	11
	12%	10%	14%	14%	4%	12%	11%	-	36%	13%	30%	6%	16%	15%	5%	26%	4%
				d					g	k	ik		n	n		p	
6-10%	26	20	6	25	1	23	3	-	26	14	11	1	18	17	5	21	4
	5%	7%	3%	6%	1%	6%	2%	-	16%	5%	20%	1%	9%	7%	2%	11%	1%
				d					g		ik		n	n		p	
More than 10%	30	17	13	18	12	24	6	-	30	18	8	3	16	18	9	13	14
	6%	6%	6%	4%	12%	6%	5%	-	18%	6%	15%	3%	8%	7%	4%	7%	5%
				c					g		ik						
We don't record this information	23	14	9	15	8	16	7	-	-	18	2	2	12	14	6	9	13
	5%	5%	4%	4%	8%	4%	6%	-	-	6%	3%	1%	6%	6%	3%	5%	4%
Don't know	24	14	10	22	2	13	11	-	-	17	-	4	8	10	11	14	3
	5%	5%	5%	5%	2%	3%	9%	-	-	6%	-	4%	4%	4%	5%	8%	1%
							e									p	
Prefer not to say	6	5	1	6	-	6	-	-	-	6	-	-	2	2	4	1	3
	1%	2%	*	1%	-	2%	-	-	-	2%	-	-	1%	1%	2%	1%	1%
NETS																	
Net: None	288	170	119	225	63	220	68	288	-	152	11	85	88	117	149	47	225
	57%	57%	58%	55%	65%	59%	53%	100%	-	53%	20%	78%	42%	48%	72%	26%	78%
								h		j		ij			lm		o

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q7. How many disabled people do you employ in your organisation, as a percentage of the total workforce?

Base: All respondents

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	504	297	207	407	97	374	130	286	164	290	55	108	208	247	205	185	288
Weighted Total	504	298	206	407	97	375	129	288	162	289	55	109	207	246	207	183	290
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: 5% or less	107	59	48	96	11	73	33	-	107	64	22	14	63	68	22	77	27
	21%	20%	23%	24%	11%	20%	26%	-	66%	22%	41%	13%	30%	28%	11%	42%	9%
				d					g	k	ik		n	n		p	
Net: More than 5%	55	37	19	43	13	47	9	-	55	32	19	4	34	34	14	34	18
	11%	12%	9%	10%	13%	12%	7%	-	34%	11%	36%	4%	16%	14%	7%	19%	6%
									g	k	ik		n	n		p	
Net: Any	162	95	67	138	24	120	42	-	162	96	42	18	97	103	36	112	45
	32%	32%	32%	34%	25%	32%	33%	-	100%	33%	76%	17%	47%	42%	17%	61%	16%
									g	k	ik		n	n		p	

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p

## J3029972 Leonard Cheshire Employers Survey

### Q8. How many disabled people have you recruited in the last 18 months, as a percentage of the total workforce?

Base: All who say they have recruited disabled people

	GENDER			WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	*d	e	f	*g	h	i	j	*k	l	m	n	o	p
Unweighted Total	164	96	68	140	24	121	43	-	164	98	42	18	98	104	36	114	45
Weighted Total	162	95	67	138	24	120	42	-	162	96	42	18	97	103	36	112	45
	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	42	29	13	34	8	30	12	-	42	28	1	10	22	24	13	19	20
	26%	30%	19%	24%	34%	25%	28%	-	26%	29%	2%	55%	22%	23%	37%	17%	44%
										j						o	
Less than 1%	38	19	19	32	6	28	10	-	38	20	12	2	25	24	8	28	10
	23%	20%	28%	23%	25%	23%	24%	-	23%	21%	29%	12%	26%	24%	21%	25%	22%
1-5%	47	28	19	43	4	36	11	-	47	30	14	3	28	31	8	39	6
	29%	29%	29%	31%	16%	30%	26%	-	29%	31%	34%	17%	29%	30%	22%	35%	13%
																p	
6-10%	16	11	5	15	1	13	3	-	16	8	5	3	9	10	4	13	3
	10%	12%	7%	11%	4%	11%	7%	-	10%	8%	11%	17%	9%	9%	11%	11%	7%
More than 10%	12	6	6	10	2	11	1	-	12	4	8	-	8	11	-	8	4
	7%	6%	9%	7%	9%	9%	2%	-	7%	4%	19%	-	8%	11%	-	7%	9%
											i			n			
We don't record this information	2	-	2	1	1	2	-	-	2	1	1	-	1	-	1	2	-
	1%	-	3%	1%	4%	2%	-	-	1%	1%	2%	-	1%	-	3%	2%	-
Don't know	6	3	3	4	2	1	5	-	6	5	1	-	4	3	2	3	2
	4%	3%	5%	3%	8%	1%	12%	-	4%	5%	2%	-	4%	3%	6%	3%	4%
						e											
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>																	
Net: None	42	29	13	34	8	30	12	-	42	28	1	10	22	24	13	19	20
	26%	30%	19%	24%	34%	25%	28%	-	26%	29%	2%	55%	22%	23%	37%	17%	44%
										j						o	
Net: 5% or less	85	47	38	75	10	64	21	-	85	51	26	5	53	56	16	67	16
	52%	49%	58%	54%	41%	53%	50%	-	52%	53%	63%	29%	55%	54%	44%	60%	36%
																p	

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p



### J3029972 Leonard Cheshire Employers Survey

#### Q8. How many disabled people have you recruited in the last 18 months, as a percentage of the total workforce?

Base: All who say they have recruited disabled people

		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT		PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees	Involved in the recruitment process but not directly responsible for recruiting employees	None	Any	No impact	Net: More likely to employ	Net: Less likely to employ	Access to Work	Fit for Work	Neither	Yes	No
Significance Level: 95%		a	b	c	*d	e	f	*g	h	i	j	*k	l	m	n	o	p
Unweighted Total	164	96	68	140	24	121	43	-	164	98	42	18	98	104	36	114	45
Weighted Total	162	95	67	138	24	120	42	-	162	96	42	18	97	103	36	112	45
	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: More than 5%	28	17	11	25	3	24	4	-	28	12	13	3	17	21	4	21	7
	17%	18%	16%	18%	13%	20%	10%	-	17%	12%	30%	17%	18%	20%	11%	18%	16%
											i						
Net: Any	112	63	49	100	13	87	25	-	112	62	39	8	71	76	20	87	23
	69%	66%	74%	72%	54%	73%	60%	-	69%	65%	93%	45%	72%	74%	55%	78%	51%
											i			n		p	

Columns Tested: a,b - c,d - e,f - g,h - i,j,k - l,m,n - o,p