

LEONARD CHESHIRE DISABILITY EMPLOYERS SURVEY

ComRes interviewed 503 UK line managers responsible for or involved in the recruitment process online ('employers'), from June 29th to July 19th 2018. 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 W2

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S1. Are you?

Base: All respondents

								PERCENTAGE OF WORKFORCE THAT ARE DISABLED		IMPACT DECLARED DISABILITY HAS ON THEIR CHOICE TO EMPLOY SOMEONE			AWARE OF SCHEME			ORGANISATION OFFERS OCCUPATIONAL HEALTH SUPPORT	
		GENDER		WORKING STATUS		INVOLVEMENT IN RECRUITMENT											
	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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	284	284	-	262	22	232	51	139	132	134	59	69	165	168	69	154	122
	57%	100%	-	60%	35%	60%	47%	61%	53%	56%	59%	58%	56%	56%	57%	57%	58%
		b		d		f											
Female	216	-	216	175	41	157	59	89	115	105	42	49	132	134	52	117	90
	43%	-	100%	40%	65%	40%	53%	39%	47%	44%	41%	42%	44%	44%	43%	43%	42%
			a		c		e										
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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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	
							Involved in the recruitment process but not directly responsible for recruiting employees				Net: More likely to employ	Net: Less likely to employ					
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees		None	Any	No impact				Access to Work	Fit for Work	Neither	Yes
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	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	437	262	175	437	-	348	89	206	213	210	88	104	268	268	102	241	182
	87%	92%	81%	100%	-	89%	80%	90%	86%	88%	87%	88%	90%	89%	85%	89%	86%
		b	a	d		f											
Working part time - working between 8 and 29 hours per week	63	22	41	-	63	42	22	23	34	29	13	14	30	33	19	30	30
	13%	8%	19%	-	100%	11%	20%	10%	14%	12%	13%	12%	10%	11%	15%	11%	14%
			a		c		e										
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

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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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
North East	21 4%	15 5%	6 3%	20 5%	1 2%	16 4%	5 5%	8 4%	13 5%	8 3%	7 7%	4 3%	11 4%	13 4%	6 5%	12 4%	8 4%
North West	59 12%	40 14%	19 9%	52 12%	7 11%	47 12%	11 10%	26 12%	31 13%	32 13%	12 12%	13 11%	35 12%	39 13%	10 8%	36 13%	21 10%
Yorkshire and the Humber	47 9%	29 10%	18 8%	40 9%	7 11%	37 10%	10 9%	19 8%	24 10%	22 9%	11 11%	11 9%	26 9%	27 9%	13 11%	26 10%	19 9%
East Midlands	32 6%	16 6%	16 7%	30 7%	2 3%	26 7%	6 5%	12 5%	17 7%	15 6%	4 4%	12 10%	18 6%	22 7%	8 7%	17 6%	14 7%
West Midlands	39 8%	18 6%	20 9%	35 8%	4 7%	27 7%	12 11%	19 8%	17 7%	19 8%	6 6%	9 8%	25 9%	26 9%	6 5%	22 8%	16 8%
East of England	48 10%	27 10%	21 10%	45 10%	3 5%	35 9%	13 12%	27 12%	18 7%	25 11%	9 9%	9 8%	31 10%	28 9%	10 8%	25 9%	23 11%
London	79 16%	43 15%	37 17%	64 15%	15 24%	63 16%	16 15%	30 13%	45 18%	29 12%	18 18%	23 20%	46 15%	43 14%	25 21%	44 16%	33 15%
South East	68 14%	37 13%	30 14%	59 13%	9 14%	57 15%	11 10%	39 17%	29 12%	30 13%	11 11%	16 14%	41 14%	49 16%	14 12%	33 12%	32 15%
South West	45 9%	26 9%	19 9%	37 8%	9 14%	34 9%	11 10%	21 9%	22 9%	23 10%	10 10%	8 7%	28 10%	24 8%	11 9%	24 9%	20 9%
Wales	18 4%	10 4%	7 3%	16 4%	1 2%	15 4%	3 3%	10 4%	7 3%	11 5%	2 2%	3 3%	9 3%	11 4%	5 4%	10 4%	7 3%
Scotland	33 7%	16 6%	17 8%	31 7%	3 4%	26 7%	8 7%	12 5%	17 7%	18 8%	9 9%	4 4%	16 5%	16 5%	12 10%	17 6%	12 6%
Northern Ireland	10 2%	5 2%	5 2%	9 2%	2 3%	7 2%	3 3%	5 2%	5 2%	5 2%	2 2%	3 3%	10 4%	3 1%	- -	3 1%	5 2%

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

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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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	6 1%	6 2% b	- -	5 1%	1 2%	4 1%	2 2%	3 1%	3 1%	2 1%	2 2%	1 1%	3 1%	4 1%	1 1%	6 2% p	- -
Production (e.g. manufacturing, utilities and mining)	30 6%	22 8%	8 4%	29 7%	1 2%	22 6%	8 8%	11 5%	20 8%	16 7%	8 8%	5 4%	18 6%	19 6%	8 7%	22 8% p	8 4%
Construction	48 10%	33 12%	15 7%	44 10%	4 6%	32 8%	16 14%	25 11%	17 7%	21 9%	7 7%	16 14%	28 9%	28 9%	12 10%	25 9%	20 9%
Property (e.g. real estate)	19 4%	10 4%	9 4%	13 3%	6 10% c	8 2%	11 10% e	10 4%	8 3%	8 3%	7 7%	4 3%	8 3%	5 2%	9 8% lm	8 3%	10 5%
Motor trades	8 2%	4 1%	4 2%	8 2%	- -	7 2%	1 1%	3 1%	5 2%	7 3%	1 1%	- -	5 2%	4 1%	2 1%	3 1%	5 2%
Wholesale	18 4%	10 3%	9 4%	18 4%	- -	16 4%	2 2%	8 3%	11 4%	8 3%	6 6%	4 3%	10 3%	13 4%	5 4%	10 4%	8 4%
Retail (e.g. consumer goods)	66 13%	37 13%	29 13%	61 14%	5 8%	56 14%	10 9%	35 15%	27 11%	32 13%	14 14%	15 12%	40 14%	43 14%	15 13%	38 14%	27 13%
Transport and storage (inc. postal)	24 5%	14 5%	10 5%	20 5%	4 6%	21 5%	3 3%	12 5%	10 4%	7 3%	5 5%	9 8% i	15 5%	14 5%	6 5%	10 4%	12 6%
Hospitality - accommodation and food services	20 4%	9 3%	11 5%	16 4%	4 6%	14 4%	6 5%	8 3%	11 4%	11 4%	2 2%	3 2%	13 4%	12 4%	5 4%	10 4%	10 5%

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

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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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Information and communication	23	16	7	20	3	19	4	12	11	9	4	5	16	17	4	15	8
	5%	6%	3%	5%	5%	5%	4%	5%	4%	4%	4%	4%	5%	6%	3%	6%	4%
Finance and insurance	40	21	19	39	1	32	8	13	27	17	12	7	21	24	11	27	11
	8%	7%	9%	9%	2%	8%	7%	6%	11%	7%	12%	6%	7%	8%	9%	10%	5%
Business administration and support services	33	18	15	26	7	27	6	15	17	19	7	4	18	19	11	17	15
	7%	6%	7%	6%	11%	7%	5%	7%	7%	8%	7%	3%	6%	6%	9%	6%	7%
Professional, scientific and technical	52	36	16	47	5	47	6	30	21	31	6	13	35	31	9	30	22
	10%	13%	8%	11%	8%	12%	5%	13%	9%	13%	6%	11%	12%	10%	7%	11%	10%
Public administration and defence	2	1	1	2	-	1	1	1	1	1	1	-	2	1	-	2	-
	*	*	*	*	-	*	1%	*	*	*	1%	-	1%	*	-	1%	-
Education	24	9	15	21	3	17	7	10	12	9	6	5	16	13	8	10	14
	5%	3%	7%	5%	5%	4%	7%	5%	5%	4%	6%	4%	5%	4%	6%	4%	7%
Health	25	10	15	17	8	20	5	7	16	10	6	6	14	16	7	13	11
	5%	3%	7%	4%	12%	5%	5%	3%	6%	4%	6%	5%	5%	5%	6%	5%	5%
Care	4	-	4	3	2	2	3	-	3	2	-	2	3	4	1	4	1
	1%	-	2%	1%	3%	*	2%	-	1%	1%	-	2%	1%	1%	1%	1%	*
Arts, entertainment, recreation and other services	30	17	13	27	3	26	4	12	17	18	3	9	20	18	3	9	19
	6%	6%	6%	6%	5%	7%	4%	5%	7%	7%	3%	8%	7%	6%	2%	3%	9%
																	o

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

J3029972 Leonard Cheshire Employers Survey W2

S4. What sector would you say you work in?

Base: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Other

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

	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
503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
28	12	16	22	6	20	8	13	11	12	4	10	13	18	5	13	13
6%	4%	7%	5%	9%	5%	7%	6%	5%	5%	4%	9%	4%	6%	4%	5%	6%

J3029972 Leonard Cheshire Employers Survey W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public	5	4	1	4	1	5	-	-	5	-	3	1	2	4	1	4	1
	1%	1%	*	1%	1%	1%	-	-	2% g	-	3% i	1%	1%	1%	1%	1%	*
Private (not including third sector e.g. charities and non-profit)	480	274	206	421	59	376	104	223	235	229	95	116	289	286	117	261	201
	96%	97%	95%	96%	93%	97%	94%	98%	96%	96%	94%	98%	97%	95%	96%	97%	95%
Third sector (e.g. charities and non-profit)	15	5	10	11	4	8	7	5	6	11	3	1	6	11	4	5	10
	3%	2%	4%	3%	6%	2%	6% e	2%	2%	4%	3%	1%	2%	4%	3%	2%	5%
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 W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1-4	382	225	157	332	51	321	61	180	186	183	80	92	240	231	85	215	155
	76%	79%	73%	76%	80%	83%	55%	79%	76%	76%	80%	78%	81%	77%	70%	79%	73%
						f							n				
5-9	58	25	33	49	9	31	26	34	20	31	4	12	23	28	23	20	32
	12%	9%	15%	11%	14%	8%	24%	15%	8%	13%	4%	10%	8%	9%	19%	7%	15%
			a			e		h		j					lm		o
10-19	20	10	10	19	1	9	11	6	12	11	4	5	10	16	4	12	8
	4%	4%	5%	4%	2%	2%	10%	3%	5%	5%	4%	4%	3%	5%	3%	4%	4%
						e											
20-49	29	18	12	27	2	19	10	9	17	12	6	9	15	16	9	14	15
	6%	6%	5%	6%	3%	5%	9%	4%	7%	5%	6%	7%	5%	5%	7%	5%	7%
50-99	2	1	1	2	-	1	1	-	2	1	1	-	2	2	-	2	-
	*	*	*	*	-	*	1%	-	1%	*	1%	-	1%	1%	-	1%	-
100-199	5	2	3	5	-	5	-	-	5	1	3	-	5	5	-	4	1
	1%	1%	2%	1%	-	1%	-	-	2%	*	3%	-	2%	2%	-	1%	*
									g		i						
200-249	2	1	2	2	-	2	1	-	2	1	1	-	2	2	-	2	-
	*	*	1%	1%	-	*	1%	-	1%	*	1%	-	1%	1%	-	1%	-
250-499	1	1	-	1	-	1	1	-	1	1	1	-	1	1	-	1	1
	*	*	-	*	-	*	1%	-	1%	*	1%	-	*	*	-	*	*
500+	1	1	-	-	1	1	-	-	1	-	1	-	-	-	1	1	-
	*	*	-	-	1%	*	-	-	*	-	1%	-	-	-	1%	*	-
					c												
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 W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	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 W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I am responsible for recruiting new employees	389	232	157	348	42	389	-	165	207	182	88	87	250	244	83	232	151
	78%	82%	73%	80%	66%	100%	-	72%	84%	76%	87%	74%	84%	81%	68%	86%	71%
		b		d		f			g		ik		n	n		p	
I am involved in the recruitment process but I am not directly responsible for recruiting employees	111	51	59	89	22	-	111	63	40	57	13	31	48	57	38	39	61
	22%	18%	27%	20%	34%	-	100%	28%	16%	24%	13%	26%	16%	19%	32%	14%	29%
			a		c		e	h		j		j			lm		o
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 W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Apprenticeships	429	242	187	380	49	336	93	201	204	219	69	103	265	270	100	226	190
	86%	85%	86%	87%	77%	86%	84%	88%	83%	92%	68%	88%	89%	89%	82%	83%	90%
				d						j		j		n			o
Fit for Work	301	168	134	268	33	244	57	115	172	145	66	66	220	301	-	204	91
	60%	59%	62%	61%	52%	63%	51%	50%	70%	60%	66%	56%	74%	100%	-	75%	43%
						f			g				n	ln		p	
Access to Work	297	165	132	268	30	250	48	102	182	151	66	65	297	220	-	205	85
	59%	58%	61%	61%	47%	64%	43%	45%	74%	63%	66%	55%	100%	73%	-	76%	40%
				d		f			g				mn	n		p	
Disability Confidence accreditation	147	81	65	137	10	139	8	38	101	70	41	30	125	127	9	120	26
	29%	29%	30%	31%	16%	36%	7%	17%	41%	29%	41%	25%	42%	42%	7%	44%	12%
				d		f			g		ik		n	n		p	
None of these	18	10	8	14	4	15	3	15	2	10	3	4	-	-	18	2	15
	4%	4%	4%	3%	6%	4%	3%	7%	1%	4%	3%	3%	-	-	15%	1%	7%
								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 W2

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	
							Involved in the recruitment process but not directly responsible for recruiting employees				Net: More likely to employ	Net: Less likely to employ					
	Total	Male	Female	Full time (30+ hours a week)	Part time (8-29 hours a week)	Responsible for recruiting new employees		None	Any	No impact				Access to Work	Fit for Work	Neither	Yes
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes - through Fit for Work	128	74	54	118	10	120	8	23	102	50	52	23	101	109	9	128	-
	26%	26%	25%	27%	16%	31%	7%	10%	41%	21%	51%	20%	34%	36%	7%	47%	-
						f			g		ik		n	n		p	
Yes - we have our own private scheme for staff	108	60	48	93	15	89	19	27	78	54	31	16	82	75	16	108	-
	22%	21%	22%	21%	24%	23%	17%	12%	32%	23%	31%	14%	28%	25%	13%	40%	-
									g	k	k		n	n		p	
Yes - other	34	20	15	29	5	23	12	13	19	20	7	6	22	20	6	34	-
	7%	7%	7%	7%	8%	6%	11%	6%	8%	9%	7%	5%	7%	6%	5%	13%	-
																p	
No	212	122	90	182	30	151	61	154	44	104	11	70	85	91	85	-	212
	42%	43%	41%	42%	48%	39%	55%	67%	18%	44%	11%	59%	28%	30%	70%	-	100%
						e		h		j		ij			lm		o
Don't know	18	8	10	15	3	7	11	12	4	11	-	3	8	7	6	-	-
	4%	3%	4%	3%	5%	2%	10%	5%	1%	4%	-	3%	3%	2%	5%	-	-
						e		h		j							
NETS																	
Net: Yes	271	154	117	241	30	232	39	62	199	124	90	45	205	204	30	271	-
	54%	54%	54%	55%	48%	60%	35%	27%	81%	52%	89%	38%	69%	68%	25%	100%	-
						f			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 W2

Q3. When deciding whether or not to employ someone, in what way, if at all, would a declared disability impact your choice? A disability refers to a longstanding physical or mental condition or disability that has lasted or is likely to last 12 months and which has a substantial adverse effect on someone's ability to carry out day-to-day activities.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No impact	239	134	105	210	29	182	57	112	111	239	-	-	151	145	58	124	104
	48%	47%	49%	48%	46%	47%	52%	49%	45%	100%	-	-	51%	48%	48%	46%	49%
										jk							
Much more likely to employ	41	27	13	34	7	36	5	4	37	-	41	-	25	26	8	37	4
	8%	10%	6%	8%	10%	9%	5%	2%	15%	-	41%	-	8%	9%	6%	14%	2%
									g		ik					p	
Slightly more likely to employ	60	31	28	53	6	52	8	11	47	-	60	-	42	40	8	53	7
	12%	11%	13%	12%	10%	13%	7%	5%	19%	-	59%	-	14%	13%	7%	19%	3%
									g		ik		n			p	
Slightly less likely to employ	78	41	37	68	10	55	22	42	33	-	-	78	47	48	19	31	44
	16%	14%	17%	16%	15%	14%	20%	18%	14%	-	-	66%	16%	16%	15%	11%	21%
												ij				o	
Much less likely to employ	40	28	12	36	4	32	8	27	11	-	-	40	18	18	14	14	25
	8%	10%	6%	8%	6%	8%	7%	12%	4%	-	-	34%	6%	6%	12%	5%	12%
								h				ij			lm		o
Don't know	43	22	21	35	8	32	10	32	7	-	-	-	15	24	14	12	27
	9%	8%	10%	8%	12%	8%	9%	14%	3%	-	-	-	5%	8%	12%	4%	13%
								h							l		o
NETS																	
Net: More likely to employ	100	59	42	88	13	88	13	15	84	-	100	-	66	66	15	90	11
	20%	21%	19%	20%	20%	22%	12%	7%	34%	-	100%	-	22%	22%	13%	33%	5%
						f			g		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 W2

Q3. When deciding whether or not to employ someone, in what way, if at all, would a declared disability impact your choice? A disability refers to a longstanding physical or mental condition or disability that has lasted or is likely to last 12 months and which has a substantial adverse effect on someone's ability to carry out day-to-day activities.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Less likely to employ	118	69	49	104	14	87	31	69	44	-	-	118	65	66	33	45	70
	24%	24%	23%	24%	22%	22%	28%	30%	18%	-	-	100%	22%	22%	27%	17%	33%
								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 W2

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 practicalities of making workplace adjustments	500	107	231	145	17	338
	100%	21%	46%	29%	3%	68%
The cost of making workplace adjustments	500	112	220	156	12	332
	100%	22%	44%	31%	2%	66%
Ensuring the application process is accessible to people of all disabilities	500	45	143	294	18	188
	100%	9%	29%	59%	4%	38%
Managing their ongoing performance	500	45	130	305	20	175
	100%	9%	26%	61%	4%	35%
Ensuring the interview process is accessible to people of all disabilities	500	35	133	317	15	168
	100%	7%	27%	63%	3%	34%

J3029972 Leonard Cheshire Employers Survey W2

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	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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	45	24	21	41	4	41	4	9	36	7	20	18	29	22	12	36	9
	9%	8%	10%	9%	6%	11%	4%	4%	15%	3%	20%	16%	10%	7%	10%	13%	4%
						f			g		i	i				p	
A minor barrier	143	76	67	126	17	110	33	59	80	50	43	38	90	92	29	90	47
	29%	27%	31%	29%	27%	28%	30%	26%	33%	21%	43%	33%	30%	31%	24%	33%	22%
											i	i				p	
Not a barrier at all	294	171	123	255	39	224	70	150	126	180	34	56	168	178	75	137	148
	59%	60%	57%	58%	62%	58%	63%	66%	51%	75%	34%	47%	57%	59%	62%	50%	70%
								h		jk		j				o	
Don't know	18	13	5	15	3	14	4	11	4	3	4	5	10	9	5	8	8
	4%	4%	2%	3%	5%	4%	3%	5%	2%	1%	4%	4%	3%	3%	4%	3%	4%
NETS																	
Net: A barrier	188	100	88	167	21	151	37	68	116	57	62	57	119	115	41	126	56
	38%	35%	41%	38%	33%	39%	33%	30%	47%	24%	62%	48%	40%	38%	34%	47%	26%
									g		ik	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 W2

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	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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	35 7%	16 6%	19 9%	31 7%	4 6%	31 8%	4 4%	8 4%	24 10%	7 3%	16 16%	12 10%	20 7%	16 5%	11 9%	26 10%	8 4%
A minor barrier	133 27%	74 26%	58 27%	115 26%	18 28%	98 25%	35 31%	57 25%	72 29%	42 18%	42 42%	34 29%	76 26%	77 26%	34 28%	78 29%	49 23%
Not a barrier at all	317 63%	183 64%	134 62%	279 64%	38 59%	248 64%	69 62%	154 67%	145 59%	190 79%	40 40%	65 55%	195 65%	201 67%	70 57%	159 59%	147 70%
Don't know	15 3%	10 4%	5 2%	11 3%	4 6%	12 3%	3 3%	9 4%	5 2%	- -	2 2%	6 5%	6 2%	7 2%	6 5%	7 3%	7 3%
NETS																	
Net: A barrier	168 34%	91 32%	77 36%	146 34%	22 34%	129 33%	39 35%	65 29%	96 39%	49 21%	58 58%	46 39%	97 32%	94 31%	45 37%	105 39%	57 27%

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

J3029972 Leonard Cheshire Employers Survey W2

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 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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	112 22%	67 24%	45 21%	101 23%	11 17%	88 23%	24 21%	58 25%	51 21%	32 13%	23 23%	47 40%	65 22%	64 21%	30 24%	54 20%	58 28%
A minor barrier	220 44%	127 45%	93 43%	193 44%	27 42%	167 43%	52 47%	86 38%	123 50%	110 46%	47 46%	44 37%	140 47%	134 44%	47 39%	130 48%	79 37%
Not a barrier at all	156 31%	85 30%	71 33%	136 31%	21 33%	123 32%	33 30%	77 34%	71 29%	95 40%	28 28%	24 20%	86 29%	97 32%	41 34%	83 31%	67 32%
Don't know	12 2%	4 1%	8 4%	7 2%	5 8%	10 3%	2 2%	8 4%	2 1%	2 1%	3 3%	3 3%	7 2%	6 2%	4 3%	4 2%	7 3%
NETS																	
Net: A barrier	332 66%	194 68%	137 64%	294 67%	38 59%	256 66%	76 69%	143 63%	173 70%	142 59%	69 69%	91 77%	205 69%	198 66%	76 63%	184 68%	137 65%

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

J3029972 Leonard Cheshire Employers Survey W2

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 i	Net: Less likely to employ ij	Access to Work l	Fit for Work m	Neither n	Yes o	No p
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	107 21%	69 24%	38 18%	94 22%	13 21%	86 22%	21 19%	54 24%	47 19%	24 10%	18 18%	54 46%	59 20%	54 18%	29 24%	45 16%	59 28%
A minor barrier	231 46%	121 43%	110 51%	209 48%	22 34%	177 45%	54 49%	98 43%	125 51%	114 48%	51 51%	47 40%	150 51%	147 49%	52 43%	144 53%	76 36%
Not a barrier at all	145 29%	88 31%	57 27%	122 28%	24 37%	113 29%	33 30%	66 29%	69 28%	95 40%	30 30%	11 9%	80 27%	94 31%	35 29%	78 29%	66 31%
Don't know	17 3%	6 2%	11 5%	12 3%	5 8%	14 4%	3 3%	10 4%	6 2%	6 2%	1 1%	5 4%	9 3%	6 2%	5 4%	4 2%	10 5%
NETS					c												o
Net: A barrier	338 68%	190 67%	148 68%	303 69%	35 55%	263 68%	75 68%	153 67%	172 70%	138 58%	69 69%	102 86%	209 70%	201 67%	81 67%	189 70%	136 64%

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

J3029972 Leonard Cheshire Employers Survey W2

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	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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	45 9%	31 11%	14 6%	38 9%	7 10%	36 9%	9 8%	18 8%	25 10%	2 1%	17 17%	23 19%	28 9%	21 7%	12 10%	29 11%	15 7%
A minor barrier	130 26%	73 26%	57 26%	115 26%	15 24%	104 27%	26 24%	46 20%	78 32%	34 14%	43 43%	39 33%	82 28%	88 29%	23 19%	80 29%	45 21%
Not a barrier at all	305 61%	170 60%	135 62%	271 62%	33 53%	234 60%	70 64%	152 67%	139 56%	194 81%	36 36%	52 44%	180 60%	181 60%	79 66%	154 57%	141 67%
Don't know	20 4%	9 3%	11 5%	12 3%	8 13%	15 4%	5 4%	12 5%	5 2%	9 4%	4 4%	4 3%	8 3%	12 4%	6 5%	8 3%	11 5%
NETS																	
Net: A barrier	175 35%	104 37%	71 33%	154 35%	22 34%	140 36%	35 32%	64 28%	103 42%	36 15%	60 60%	62 52%	110 37%	109 36%	35 29%	108 40%	60 28%

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

J3029972 Leonard Cheshire Employers Survey W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	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	166 33%	94 33%	73 34%	147 34%	19 31%	122 31%	45 41%	88 38% h	73 30%	51 21%	24 24%	71 60% ij	94 32%	98 33%	46 38%	73 27%	82 39% o
It would be an additional cost to the organisation	112 22%	62 22%	50 23%	102 23%	10 16%	93 24%	19 17%	56 24%	53 22%	41 17%	23 23%	41 35% ij	78 26%	66 22%	24 20%	57 21%	53 25%
I would be concerned they would be off work more often than those without a disability	94 19%	51 18%	43 20%	87 20%	8 12%	78 20%	16 14%	40 18%	51 21%	26 11%	24 24% i	33 28% i	64 21% n	61 20%	16 13%	58 21%	35 16%
They may not be as productive as non-disabled employees	92 18%	61 21% b	31 14%	86 20%	6 10%	74 19%	18 16%	40 17%	48 20%	19 8%	22 22% i	43 37% ij	61 21%	55 18%	20 16%	51 19%	40 19%
I would be concerned about honestly evaluating their performance	75 15%	43 15%	32 15%	69 16%	6 9%	59 15%	15 14%	28 12%	43 17%	25 10%	25 25% i	19 16% i	47 16%	52 17%	13 10%	52 19% p	21 10%
I would be concerned they will be mistreated by other employees	53 11%	34 12%	19 9%	47 11%	6 10%	46 12%	6 6%	14 6%	36 14% g	15 6%	22 22% ik	10 9%	37 12%	37 12%	8 7%	37 14% p	14 7%

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

J3029972 Leonard Cheshire Employers Survey W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managers and supervisors don't know how to support disabled people	52 10%	29 10%	24 11%	48 11%	4 6%	42 11%	10 9%	12 5%	38 15% g	19 8%	16 16% i	14 12%	37 12%	36 12%	9 7%	37 14% p	15 7%
They won't fit in with the organisation	28 6%	17 6%	12 5%	24 6%	4 6%	22 6%	6 5%	8 3%	20 8% g	3 1%	13 13% i	11 9% i	17 6%	20 7%	5 4%	22 8% p	7 3%
Other	9 2%	5 2%	4 2%	7 2%	2 3%	7 2%	2 2%	5 2%	2 1%	3 1%	- -	4 3%	5 2%	7 2%	- -	3 1%	6 3%
None of these	120 24%	62 22%	57 27%	103 24%	17 27%	94 24%	26 23%	53 23%	58 24%	103 43% jk	10 10% k	3 3%	72 24%	78 26%	30 25%	63 23%	55 26%
Not sure	20 4%	12 4%	8 4%	14 3%	6 10% c	16 4%	4 4%	11 5%	5 2%	10 4%	3 3%	1 1%	6 2%	11 4%	7 6% l	6 2%	10 5%

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

J3029972 Leonard Cheshire Employers Survey W2

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
Part-time working hours	500	280	132	74	22
	100%	56%	26%	15%	4%
Flexible working hours (e.g. different start times, shorter hours)	500	264	148	73	20
	100%	53%	30%	15%	4%
Time off work to attend disability-related medical appointments/treatment	500	250	149	71	33
	100%	50%	30%	14%	7%
Flexible role duties that take into account the disability (e.g. no late nights, long-distance travel or physically intensive work)	500	190	156	123	35
	100%	38%	31%	25%	7%
Additional breaks during the working day	500	186	153	135	34
	100%	37%	31%	27%	7%
Working from home	500	178	136	160	30
	100%	36%	27%	32%	6%
Time off work due to the impact of a disability	500	172	172	133	31
	100%	34%	34%	27%	6%
Adapted office furniture (e.g. a specialist chair or adapted desk)	500	153	198	113	40
	100%	31%	40%	23%	8%
Specialist IT equipment	500	152	193	120	40
	100%	30%	39%	24%	8%
Work trials in place of/ alongside formal interviews	500	152	192	120	38
	100%	30%	38%	24%	8%
Physical adjustments to the building	500	104	191	147	61
	100%	21%	38%	29%	12%

J3029972 Leonard Cheshire Employers Survey W2

Q6_1. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	178	99	79	153	25	142	35	75	95	100	34	33	119	111	33	99	72
	36%	35%	36%	35%	40%	37%	32%	33%	39%	42%	34%	28%	40%	37%	27%	37%	34%
										k			n	n			
Would like to offer in the future	136	76	59	117	18	105	30	50	81	58	41	28	87	93	28	94	37
	27%	27%	27%	27%	29%	27%	27%	22%	33%	24%	41%	24%	29%	31%	23%	35%	17%
									g		ik					p	
Neither	160	94	66	148	12	122	38	90	62	69	22	51	82	86	47	66	89
	32%	33%	31%	34%	18%	31%	34%	40%	25%	29%	22%	43%	28%	29%	39%	24%	42%
				d				h			ij				lm		o
Don't know	30	17	13	22	8	22	8	14	10	14	4	7	12	14	13	14	14
	6%	6%	6%	5%	13%	6%	7%	6%	4%	6%	4%	6%	4%	5%	11%	5%	7%
					c										lm		

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

J3029972 Leonard Cheshire Employers Survey W2

Q6_2. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	264 53%	147 52%	117 54%	234 54%	30 47%	214 55%	50 45%	111 49%	139 56%	151 63% jk	45 44%	49 42%	173 58% n	180 60% n	47 39%	157 58% p	101 48%
Would like to offer in the future	148 30%	84 29%	65 30%	134 31%	14 23%	111 29%	37 34%	62 27%	82 33%	59 25%	49 48% ik	31 26%	84 28%	86 29%	40 33%	91 34% p	53 25%
Neither	73 15%	45 16%	28 13%	61 14%	12 19%	53 14%	20 18%	46 20% h	24 10%	25 10%	6 6%	34 28% ij	36 12%	32 10%	27 22% lm	19 7%	49 23% o
Don't know	20 4%	10 4%	10 5%	13 3%	7 11% c	14 4%	6 5%	11 5%	6 2%	6 2%	3 3%	6 5%	8 3%	8 3%	8 7%	8 3%	10 5%

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

J3029972 Leonard Cheshire Employers Survey W2

Q6_3. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	280	146	134	242	38	221	59	116	149	150	48	61	189	180	55	161	110
	56%	51%	62%	55%	60%	57%	53%	51%	61%	63%	48%	52%	64%	60%	45%	59%	52%
		a							g	jk			n	n			
Would like to offer in the future	132	81	51	119	13	102	29	59	66	55	38	29	70	79	34	82	45
	26%	28%	24%	27%	20%	26%	27%	26%	27%	23%	38%	25%	23%	26%	28%	30%	21%
											ik					p	
Neither	74	52	22	68	6	59	15	43	29	29	12	26	37	37	25	25	46
	15%	18%	10%	16%	9%	15%	13%	19%	12%	12%	12%	22%	12%	12%	21%	9%	22%
		b						h			i				lm		o
Don't know	22	12	10	14	8	13	9	16	3	9	2	4	8	12	7	8	11
	4%	4%	5%	3%	13%	3%	8%	7%	1%	4%	2%	3%	3%	4%	6%	3%	5%
					c		e		h								

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

J3029972 Leonard Cheshire Employers Survey W2

Q6_4. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	250	136	113	220	30	197	53	85	154	146	47	41	167	165	48	153	89
	50%	48%	52%	50%	48%	51%	48%	37%	62%	61%	47%	35%	56%	55%	40%	56%	42%
									g		jk		n	n		p	
Would like to offer in the future	149	88	62	136	13	112	37	73	68	58	42	35	89	91	32	86	56
	30%	31%	28%	31%	21%	29%	33%	32%	28%	24%	42%	30%	30%	30%	26%	32%	27%
											i						
Neither	71	46	25	59	12	58	13	50	19	21	7	36	31	33	28	22	48
	14%	16%	12%	14%	19%	15%	11%	22%	8%	9%	7%	30%	10%	11%	23%	8%	23%
								h			ij				lm		o
Don't know	33	16	17	25	8	24	9	21	9	14	5	7	13	15	13	11	19
	7%	6%	8%	6%	13%	6%	8%	9%	4%	6%	5%	6%	4%	5%	11%	4%	9%
					c			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 W2

Q6_5. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

Additional 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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	186	102	84	159	27	154	32	61	118	97	41	33	131	126	34	121	63
	37%	36%	39%	36%	42%	40%	29%	27%	48%	40%	41%	28%	44%	42%	28%	45%	30%
						f			g	k	k		n	n		p	
Would like to offer in the future	153	89	64	140	13	113	39	67	75	72	42	30	94	92	32	89	57
	31%	31%	30%	32%	20%	29%	36%	29%	30%	30%	42%	25%	32%	31%	27%	33%	27%
											ik						
Neither	135	81	54	118	18	107	28	81	51	56	18	50	64	76	44	57	74
	27%	29%	25%	27%	28%	27%	26%	35%	21%	24%	18%	42%	22%	25%	36%	21%	35%
								h			ij				lm		o
Don't know	34	18	16	28	6	21	13	23	8	17	3	5	13	14	12	10	20
	7%	6%	7%	6%	10%	5%	12%	10%	3%	7%	3%	4%	4%	5%	10%	4%	10%
						e		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 W2

Q6_6. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	190	109	80	165	25	159	31	67	116	115	36	29	128	123	39	118	68
	38%	39%	37%	38%	40%	41%	28%	29%	47%	48%	36%	25%	43%	41%	32%	44%	32%
						f			g	jk			n			p	
Would like to offer in the future	156	85	71	139	17	117	38	67	82	72	46	29	98	97	33	94	55
	31%	30%	33%	32%	27%	30%	35%	29%	33%	30%	45%	25%	33%	32%	27%	35%	26%
											ik					p	
Neither	123	71	52	108	15	93	30	74	39	41	16	49	55	65	42	47	71
	25%	25%	24%	25%	24%	24%	27%	33%	16%	17%	16%	42%	19%	22%	35%	17%	34%
								h			ij				lm		o
Don't know	35	20	15	28	7	24	11	21	12	12	5	11	19	19	8	15	18
	7%	7%	7%	6%	11%	6%	10%	9%	5%	5%	5%	9%	6%	6%	7%	5%	9%

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

J3029972 Leonard Cheshire Employers Survey W2

Q6_7. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Unweighted Total	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	153	77	75	138	15	124	28	39	109	83	43	20	111	110	23	120	30
	31%	27%	35%	32%	23%	32%	26%	17%	44%	35%	43%	17%	37%	36%	19%	44%	14%
									g		k		n	n		p	
Would like to offer in the future	198	110	88	169	29	153	45	95	95	97	43	41	117	124	43	104	86
	40%	39%	41%	39%	45%	39%	40%	41%	39%	41%	43%	35%	39%	41%	35%	38%	41%
Neither	113	72	40	100	13	86	27	71	37	41	12	47	55	46	45	38	70
	23%	26%	19%	23%	20%	22%	24%	31%	15%	17%	12%	40%	19%	15%	37%	14%	33%
								h			ij			lm		o	
Don't know	40	25	15	32	8	29	11	25	8	19	3	10	16	24	11	11	26
	8%	9%	7%	7%	13%	7%	10%	11%	3%	8%	3%	9%	5%	8%	9%	4%	12%
								h									o

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

J3029972 Leonard Cheshire Employers Survey W2

Q6_8. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	172	97	75	150	21	133	39	39	127	95	43	26	115	114	34	113	52
	34%	34%	35%	34%	34%	34%	35%	17%	52% g	40% k	42% k	22%	39% n	38%	28%	42% p	25%
Would like to offer in the future	172	93	78	154	17	133	39	77	85	80	45	35	107	104	36	98	69
	34%	33%	36%	35%	28%	34%	35%	34%	35%	33%	45% ik	30%	36%	34%	30%	36%	33%
Neither	133	80	53	114	18	109	24	89	39	50	14	52	67	74	40	56	74
	27%	28%	24%	26%	29%	28%	21%	39% h	16%	21%	14%	44% ij	23%	24%	33% l	21%	35% o
Don't know	31	17	15	24	7	21	10	25	2	16	2	5	11	14	13	9	18
	6%	6%	7%	6%	11%	5%	9%	11% h	1%	7%	2%	4%	4%	5%	11% lm	3%	8% o

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

J3029972 Leonard Cheshire Employers Survey W2

Q6_9. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	152	87	66	137	15	134	18	40	105	88	38	20	112	108	24	116	34
	30%	31%	30%	31%	24%	34%	17%	18%	43%	37%	38%	17%	38%	36%	19%	43%	16%
						f			g	k	k		n	n		p	
Would like to offer in the future	193	102	92	166	27	143	51	86	100	95	44	43	116	119	42	106	79
	39%	36%	42%	38%	43%	37%	46%	38%	40%	40%	44%	37%	39%	40%	35%	39%	37%
Neither	120	70	50	106	14	90	30	75	39	43	17	44	58	60	41	41	74
	24%	25%	23%	24%	22%	23%	27%	33%	16%	18%	17%	38%	19%	20%	34%	15%	35%
								h			ij				lm		o
Don't know	40	28	12	33	7	28	12	27	8	17	4	10	18	19	14	14	24
	8%	10%	6%	8%	11%	7%	11%	12%	3%	7%	4%	9%	6%	6%	12%	5%	11%
								h							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 W2

Q6_10. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	104	60	44	93	11	87	16	20	80	60	25	16	77	70	16	82	17
	21%	21%	20%	21%	17%	22%	15%	9%	32%	25%	25%	13%	26%	23%	13%	30%	8%
									g		k		n	n		p	
Would like to offer in the future	191	101	90	170	22	154	38	72	110	96	51	32	125	124	38	121	67
	38%	36%	42%	39%	34%	39%	34%	32%	44%	40%	51%	28%	42%	41%	31%	45%	31%
									g	k	k		n			p	
Neither	147	88	59	128	20	109	39	98	43	60	18	53	73	78	49	50	92
	29%	31%	27%	29%	31%	28%	35%	43%	17%	25%	18%	45%	24%	26%	40%	18%	43%
								h			ij			lm		o	
Don't know	61	35	25	50	11	43	18	41	15	25	6	17	26	32	19	21	37
	12%	13%	12%	11%	17%	11%	16%	18%	6%	11%	6%	15%	9%	11%	16%	8%	17%
								h			j			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 W2

Q6_11. Which of the following benefits do you currently offer at your organisation, and/or would you like to offer in the future? For each benefit please select currently offer and/or would like to offer in the future for each option. If you don't currently offer it nor would you like to offer it in the future, please select 'neither'.

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Currently offer	152	87	65	134	19	128	24	57	89	66	41	35	98	105	30	101	49
	30%	31%	30%	31%	29%	33%	22%	25%	36%	27%	41%	30%	33%	35%	25%	37%	23%
						f			g		i			n		p	
Would like to offer in the future	192	105	88	172	21	148	44	79	100	99	44	35	127	125	37	118	65
	38%	37%	41%	39%	33%	38%	40%	35%	41%	41%	44%	30%	43%	41%	30%	44%	31%
										k	k		n	n		p	
Neither	120	73	47	105	15	92	28	66	49	54	14	40	59	58	37	45	71
	24%	26%	22%	24%	24%	24%	25%	29%	20%	23%	14%	34%	20%	19%	31%	17%	33%
								h			ij			lm		o	
Don't know	38	21	18	29	9	23	16	27	10	21	4	8	15	16	17	9	27
	8%	7%	8%	7%	14%	6%	14%	12%	4%	9%	4%	7%	5%	5%	14%	3%	13%
					c		e	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 W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	229	139	89	206	23	165	63	229	-	112	15	69	102	115	81	62	154
	46%	49%	41%	47%	36%	42%	57%	100%	-	47%	15%	59%	34%	38%	67%	23%	73%
						e	e	h		j	ij		lm		lm	o	o
Less than 1%	66	32	33	57	9	51	14	-	66	36	14	12	44	44	11	46	17
	13%	11%	15%	13%	14%	13%	13%	-	27%	15%	14%	10%	15%	15%	9%	17%	8%
									g							p	
1-5%	87	41	46	76	11	70	17	-	87	35	33	16	61	56	16	76	11
	17%	14%	21%	17%	17%	18%	15%	-	35%	15%	33%	13%	20%	18%	14%	28%	5%
			a						g		ik					p	
6-10%	45	26	19	39	5	39	6	-	45	16	19	8	38	32	3	40	5
	9%	9%	9%	9%	8%	10%	5%	-	18%	7%	19%	7%	13%	11%	2%	15%	2%
									g		ik		n	n		p	
More than 10%	49	32	17	40	9	46	3	-	49	24	17	8	39	39	3	37	11
	10%	11%	8%	9%	14%	12%	3%	-	20%	10%	17%	7%	13%	13%	3%	14%	5%
						f			g		k		n	n		p	
We don't record this information	14	8	6	12	2	9	5	-	-	8	1	4	9	7	4	5	9
	3%	3%	3%	3%	3%	2%	4%	-	-	3%	1%	3%	3%	2%	3%	2%	4%
Don't know	5	4	1	4	1	5	-	-	-	4	-	-	2	4	1	3	1
	1%	1%	*	1%	2%	1%	-	-	-	2%	-	-	1%	1%	1%	1%	*
Prefer not to say	7	1	6	3	4	4	3	-	-	5	-	-	3	4	2	2	4
	1%	*	3%	1%	6%	1%	3%	-	-	2%	-	-	1%	1%	2%	1%	2%
			a		c												
NETS																	
Net: None	229	139	89	206	23	165	63	229	-	112	15	69	102	115	81	62	154
	46%	49%	41%	47%	36%	42%	57%	100%	-	47%	15%	59%	34%	38%	67%	23%	73%
						e	e	h		j	ij				lm	o	o

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

J3029972 Leonard Cheshire Employers Survey W2

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	503	285	218	440	63	392	111	228	249	242	102	116	297	305	123	274	212
Weighted Total	500	284	216	437	63	389	111	229	246	239	100	118	297	301	121	271	212
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: 5% or less	381	213	168	339	42	287	94	229	152	183	63	97	207	215	108	184	182
	76%	75%	78%	78%	67%	74%	85% e	100% h	62%	76% j	63%	83% j	69%	71%	90% lm	68%	86% o
Net: More than 5%	94	58	36	80	14	85	9	-	94	40	36	16	77	72	6	77	16
	19%	21%	17%	18%	22%	22% f	8% g	-	38% g	17%	36% ik	14%	26% n	24% n	5% p	28% p	8% p
Net: Any	246	132	115	213	34	207	40	-	246	111	84	44	182	172	33	199	44
	49%	46%	53%	49%	53%	53% f	36% g	-	100% g	47%	84% ik	38%	61% n	57% n	27% p	73% p	21% p

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

J3029972 Leonard Cheshire Employers Survey W2

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	249	133	116	215	34	208	41	-	249	112	86	44	183	174	34	201	45
Weighted Total	246	132	115	213	34	207	40	-	246	111	84	44	182	172	33	199	44
	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
None	42	19	23	37	5	34	8	-	42	25	6	9	35	32	4	27	15
	17%	14%	20%	17%	14%	16%	19%	-	17%	22%	7%	21%	19%	18%	12%	13%	34%
										j		j					o
Less than 1%	68	31	37	59	10	54	15	-	68	33	20	13	48	40	12	51	14
	28%	24%	32%	27%	29%	26%	37%	-	28%	30%	24%	30%	26%	24%	37%	26%	31%
1-5%	65	38	26	57	8	54	10	-	65	26	28	8	46	46	11	58	7
	26%	29%	23%	27%	24%	26%	26%	-	26%	23%	34%	18%	25%	27%	32%	29%	15%
6-10%	36	16	20	31	5	31	5	-	36	9	17	9	27	27	2	34	2
	14%	12%	17%	14%	15%	15%	13%	-	14%	8%	21%	20%	15%	16%	6%	17%	5%
										i		i				p	
More than 10%	25	20	5	21	4	25	-	-	25	10	11	4	20	19	2	21	4
	10%	15%	4%	10%	12%	12%	-	-	10%	9%	13%	9%	11%	11%	6%	11%	9%
		b				f											
We don't record this information	3	-	3	1	2	3	-	-	3	3	-	-	1	2	1	2	1
	1%	-	3%	*	6%	1%	-	-	1%	3%	-	-	1%	1%	3%	1%	2%
				c													
Don't know	7	7	-	7	-	5	2	-	7	5	1	1	3	5	1	5	2
	3%	5%	-	3%	-	2%	5%	-	3%	5%	1%	2%	2%	3%	3%	3%	5%
		b															
Prefer not to say	1	-	1	1	-	1	-	-	1	1	-	-	1	1	-	1	-
	*	-	1%	*	-	*	-	-	*	1%	-	-	1%	1%	-	1%	-
NETS																	
Net: None	42	19	23	37	5	34	8	-	42	25	6	9	35	32	4	27	15
	17%	14%	20%	17%	14%	16%	19%	-	17%	22%	7%	21%	19%	18%	12%	13%	34%
										j		j					o
Net: 5% or less	175	89	86	152	23	142	33	-	175	83	55	30	129	118	27	136	35
	71%	67%	75%	71%	68%	69%	82%	-	71%	75%	65%	68%	71%	69%	82%	68%	80%

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

J3029972 Leonard Cheshire Employers Survey W2

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	249	133	116	215	34	208	41	-	249	112	86	44	183	174	34	201	45
Weighted Total	246	132	115	213	34	207	40	-	246	111	84	44	182	172	33	199	44
	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: More than 5%	61	36	25	52	9	56	5	-	61	19	28	13	47	46	4	55	6
	25%	27%	21%	24%	27%	27%	13%	-	25%	17%	34% i	30%	26%	27%	12%	28%	14%
Net: Any	194	106	88	167	27	164	30	-	194	78	77	34	141	132	27	164	26
	79%	80%	77%	78%	80%	79%	76%	-	79%	70%	92% ik	77%	78%	77%	82%	82% p	60%

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