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Gender. How do you identify?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
	a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f	
Significance Level: 95%																		
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Male	248	63	156	248	-	209	19	11	9	229	13	7	189	29	13	9	3	6
	49%	38%	55%	100%	-	49%	53%	55%	60%	51%	31%	44%	49%	49%	42%	57%	61%	59%
			a	b						b								
Female	252	101	127	-	252	220	16	9	6	216	28	8	192	30	18	7	2	4
	50%	61%	45%	-	100%	51%	47%	45%	40%	48%	69%	56%	50%	50%	58%	43%	39%	41%
			a							a								
In another way	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	-
	*	1%	-	-	-	*	-	-	-	*	-	-	*	-	-	-	-	-
Prefer not to say	1	-	1	-	-	1	-	-	-	1	-	-	-	1	-	-	-	-
	*	-	*	-	-	*	-	-	-	*	-	-	-	1%	-	-	-	-

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Regions. Where do you live?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
	a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f	
Significance Level: 95%																		
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Northern Ireland	15	5	9	9	6	-	-	-	15	14	2	-	12	2	2	-	-	-
	3%	3%	3%	4%	2%	-	-	-	100%	3%	4%	-	3%	2%	6%	-	-	-
Scotland	35	12	21	19	16	-	35	-	-	31	4	-	28	5	2	*	-	-
	7%	7%	7%	8%	7%	-	100%	-	-	7%	11%	-	7%	8%	8%	3%	-	-
							a											
North-West	54	20	31	30	24	54	-	-	-	45	8	1	41	5	3	1	1	2
	11%	12%	11%	12%	10%	12%	-	-	-	10%	21%	3%	11%	9%	9%	10%	27%	20%
						b					a							
North-East	16	6	7	6	9	16	-	-	-	15	1	-	12	3	-	-	-	*
	3%	4%	3%	3%	4%	4%	-	-	-	3%	2%	-	3%	6%	-	-	-	3%
Yorkshire & The Humber	49	17	25	28	21	49	-	-	-	43	5	-	39	3	5	1	1	*
	10%	10%	9%	11%	8%	11%	-	-	-	10%	13%	-	10%	4%	17%	7%	11%	3%
						b									bf			
Wales	20	3	12	11	9	-	-	20	-	19	-	1	15	3	1	*	-	1
	4%	2%	4%	4%	4%	-	-	100%	-	4%	-	5%	4%	4%	2%	3%	-	11%
																		a
West Midlands	38	11	24	14	24	38	-	-	-	34	4	-	30	5	-	1	1	1
	8%	6%	8%	6%	10%	9%	-	-	-	8%	10%	-	8%	9%	-	6%	11%	12%
														c				c
East Midlands	37	12	21	13	24	37	-	-	-	34	1	2	27	5	2	1	-	1
	7%	7%	7%	5%	9%	8%	-	-	-	8%	3%	11%	7%	9%	7%	10%	-	9%
South-West	49	17	27	26	23	49	-	-	-	43	2	5	34	8	5	2	-	1
	10%	10%	10%	11%	9%	11%	-	-	-	10%	5%	31%	9%	12%	17%	14%	-	5%
						b												
South-East	84	22	53	46	37	84	-	-	-	74	8	2	63	14	4	2	1	1
	17%	13%	19%	19%	15%	19%	-	-	-	16%	20%	14%	16%	23%	13%	13%	11%	10%
						b												
Eastern	55	19	29	24	30	55	-	-	-	52	2	1	48	1	1	3	1	1
	11%	11%	10%	10%	12%	13%	-	-	-	12%	5%	10%	13%	2%	4%	17%	11%	11%
						b							b					b
London	51	21	24	23	28	51	-	-	-	44	3	4	34	7	5	3	1	2
	10%	13%	8%	9%	11%	12%	-	-	-	10%	7%	26%	9%	11%	17%	17%	28%	16%
						b												
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: England	432	146	241	209	220	432	-	-	-	383	34	14	327	52	25	14	5	9
	86%	88%	85%	84%	87%	100%	-	-	-	86%	86%	95%	86%	86%	84%	94%	100%	89%
						b												

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

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Employed Full-time	192 38%	84 51%	86 30%	94 38%	96 38%	160 37%	15 42%	9 43%	8 56%	165 37%	18 45%	9 60%	113 30%	31 51%	22 75%	13 83%	4 83%	9 93%
		b												a	ab			abc
Employed Part-time	54 11%	26 16%	18 6%	11 4%	43 17%	52 12%	1 4%	- -	1 8%	40 9%	9 23%	5 31%	36 9%	11 18%	5 15%	2 11%	1 17%	1 7%
		b			a					a				a				
A Business Owner	256 51%	56 34%	179 63%	144 58%	112 45%	220 51%	19 54%	11 57%	5 36%	242 54%	13 32%	1 9%	233 61%	19 32%	3 10%	1 6%	- -	- -
			a	b						b			bcd	cd	f			
A Contractor / Consultant / Freelancer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A Student	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Otherwise Not Working	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Industry. What industry does your company primarily operate in?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
	a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f	
Significance Level: 95%																		
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry and fishing	4 1%	- -	3 1%	3 1%	* *	3 1%	- -	1 3%	- -	3 1%	- -	* 2%	3 1%	1 1%	- -	- -	- -	* 3%
Production (e.g. manufacturing, utilities and mining)	9 2%	2 1%	5 2%	5 2%	4 2%	9 2%	- -	- -	- -	9 2%	* 1%	- -	5 1%	1 2%	1 2%	* 3%	* 6%	1 8% a
Construction	50 10%	11 6%	35 12% a	39 16% b	10 4%	42 10%	6 16%	- -	2 12%	47 10%	3 8%	- -	38 10%	7 12%	3 9%	1 10%	- -	* 3%
Property (e.g. real estate)	25 5%	5 3%	20 7% a	11 4%	14 6%	22 5%	1 3%	1 6%	1 8%	24 5%	1 4%	- -	21 6%	3 5%	- -	* 3%	* 6%	- -
Motor trades	5 1%	2 1%	2 1%	4 1%	1 1%	3 1%	3 7% a	- -	- -	2 1%	3 7% a	- -	4 1%	1 1%	- -	- -	- -	* 4%
Wholesale	11 2%	6 3%	5 2%	5 2%	6 2%	10 2%	1 2%	- -	- -	9 2%	1 2%	1 9%	5 1%	4 7% a	1 4%	- -	- -	- -
Retail (e.g. consumer goods)	88 18%	25 15%	49 17%	35 14%	53 21% a	71 17%	6 17%	8 38%	3 21%	78 18%	7 18%	3 17%	74 20%	8 13%	4 14%	1 7%	- -	1 11%
Transport and storage (inc. postal)	14 3%	3 2%	7 3%	13 5% b	* *	12 3%	- -	1 3%	1 8%	14 3%	- -	- -	9 2%	3 4%	1 2%	- -	* 6%	1 8%
Hospitality - Accommodation and food services	21 4%	6 3%	12 4%	7 3%	14 5%	16 4%	1 4%	3 13%	1 4%	19 4%	2 4%	- -	11 3%	3 6%	5 15% a	1 10%	1 11%	* 3%
Information and communication	24 5%	9 6%	11 4%	15 6%	8 3%	22 5%	- -	- -	1 8%	19 4%	2 5%	2 14%	18 5%	1 2%	3 8%	- -	1 12%	1 11% b
Finance and insurance	17 3%	7 4%	6 2%	11 4%	6 2%	16 4%	1 2%	* 1%	- -	17 4%	- -	- -	9 2%	3 4%	1 4%	1 10%	* 6%	2 18% abc
Business administration and support services	21 4%	7 4%	14 5%	12 5%	9 3%	19 4%	2 5%	- -	- -	20 4%	1 3%	- -	16 4%	3 6%	1 2%	1 6%	- -	* 2%

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Industry. What industry does your company primarily operate in?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Professional, scientific and technical	45 9%	15 9%	25 9%	23 9%	22 9%	37 8%	5 14%	2 11%	1 8%	44 10%	1 2%	*	35 9%	7 11%	1 4%	*	1 11%	1 9%
Public administration and defence	4 1%	4 3%	- -	1 *	4 2%	4 1%	- -	* 1%	1 4%	2 1%	2 5%	- -	3 1%	- -	1 2%	- -	1 11%	* 5%
		b								a								ab
Education	27 5%	10 6%	10 3%	8 3%	19 8%	26 6%	- -	1 6%	- -	18 4%	7 17%	2 15%	22 6%	1 2%	1 2%	3 18%	* 6%	* 3%
Health	17 3%	8 5%	6 2%	4 2%	13 5%	16 4%	1 3%	- -	- -	17 4%	* 1%	- -	9 2%	3 6%	3 10%	1 6%	* 6%	* 5%
					a										a			
Care	17 3%	9 6%	7 3%	5 2%	12 5%	14 3%	- -	- -	3 21%	13 3%	3 7%	1 9%	11 3%	3 6%	1 4%	1 7%	- -	1 5%
Arts, entertainment, recreation and other services	54 11%	19 12%	34 12%	24 10%	30 12%	48 11%	6 16%	1 6%	- -	50 11%	4 11%	- -	49 13%	3 6%	2 6%	* 3%	- -	- -
													f					
Other	50 10%	17 10%	31 11%	24 10%	25 10%	43 10%	3 10%	2 10%	1 8%	42 9%	3 6%	5 31%	39 10%	4 6%	3 11%	2 14%	1 21%	* 3%

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Sector. Do you work in the...?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
	a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f	
Significance Level: 95%																		
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private sector	447	137	263	229	216	383	31	19	14	447	-	-	352	48	26	10	3	8
	89%	82%	93%	92%	86%	89%	88%	97%	90%	100%	-	-	92%	80%	85%	68%	61%	76%
			a	b						b			bf					
Public sector	40	22	17	13	28	34	4	-	2	-	40	-	25	8	3	2	1	1
	8%	13%	6%	5%	11%	8%	12%	-	10%	-	100%	-	7%	13%	10%	10%	29%	10%
		b	a	a						a								
Third sector (i.e. charities and non-profit)	15	8	3	7	8	14	-	1	-	-	-	15	4	4	1	3	1	1
	3%	5%	1%	3%	3%	3%	-	3%	-	-	-	100%	1%	7%	4%	22%	10%	14%
		b	a											a				a
None of these	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1-4 (2.0)	382	91	246	189	192	327	28	15	12	352	25	4	382	-	-	-	-	-
	76%	55%	87%	76%	76%	76%	79%	76%	78%	79%	63%	29%	100%	-	-	-	-	-
			a							b			bcf					
5-9 (7.0)	60	35	23	29	30	52	5	3	2	48	8	4	-	60	-	-	-	-
	12%	21%	8%	12%	12%	12%	13%	13%	10%	11%	20%	28%	-	100%	-	-	-	-
		b												acf				
10-19 (14.5)	30	21	7	13	18	25	2	1	2	26	3	1	-	-	30	-	-	-
	6%	13%	3%	5%	7%	6%	7%	3%	12%	6%	8%	9%	-	-	100%	-	-	-
		b													abf			
20-49 (34.5)	15	7	6	9	7	14	*	*	-	10	2	3	-	-	-	15	-	-
	3%	4%	2%	3%	3%	3%	1%	2%	-	2%	4%	22%	-	-	-	100%	-	-
50-99 (74.5)	5	4	*	3	2	5	-	-	-	3	1	1	-	-	-	-	5	-
	1%	3%	*	1%	1%	1%	-	-	-	1%	4%	3%	-	-	-	-	100%	-
		b																
100-249 (174.5)	5	5	-	3	2	5	-	-	-	5	*	-	-	-	-	-	-	5
	1%	3%	-	1%	1%	1%	-	-	-	1%	1%	-	-	-	-	-	-	50%
		b																abc
250+ (274.5)	5	3	-	3	2	4	-	1	-	3	1	1	-	-	-	-	-	5
	1%	2%	-	1%	1%	1%	-	6%	-	1%	2%	9%	-	-	-	-	-	50%
		b																abc
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Base for stats	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
Mean Score	9.50	17.54	3.55	10.42	8.64	9.69	3.94	19.26	4.02	8.10	13.91	39.25	2.00	7.00	14.50	34.50	74.50	224.50
		b																
Standard Deviation	32.904	45.861	5.763	35.000	30.877	32.632	5.003	64.422	4.317	28.925	40.901	79.543	-	-	-	*	-	52.693
Standard Error	1.469	3.203	.368	2.196	1.969	1.575	.834	13.735	1.115	1.371	6.237	21.259	-	-	-	*	-	8.548
Error variance	2.16	10.26	.14	4.82	3.88	2.48	.70	188.64	1.24	1.88	38.90	451.93	-	-	-	*	-	73.07

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LineManager1. Are you a line manager in the organisation you work at (i.e. someone with direct managerial responsibility for particular employee(s))?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes a	No b	Male a	Female b	England a	Scotland b	Wales *c	Northern Ireland *d	Private a	Public b	Third *c	1-4 a	5-9 b	10-19 c	20-49 *d	50-99 *e	100+ f
Significance Level: 95%																		
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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LineManager2. Which of the following best describes your involvement in recruitment at the organisation where you work?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I am responsible for recruiting new employees	412	135	244	214	198	354	30	15	13	378	29	5	333	40	19	9	4	7
	82%	81%	86%	86%	78%	82%	85%	75%	84%	85%	72%	31%	87%	66%	64%	59%	72%	70%
				b						b			bcd					
I am involved in the recruitment process but I am not directly responsible for recruiting employees	90	31	39	34	54	77	5	5	2	69	11	10	48	20	11	6	1	3
	18%	19%	14%	14%	22%	18%	15%	25%	16%	15%	28%	69%	13%	34%	36%	41%	28%	30%
				a						a			a	a				a
I am not involved in the recruitment process at all	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Access to Work Scheme	256	95	137	129	126	221	18	9	8	224	24	8	192	36	13	7	3	6
	51%	57%	48%	52%	50%	51%	50%	47%	56%	50%	60%	53%	50%	59%	42%	47%	60%	58%
Disability Confident	91	52	30	46	43	75	8	4	3	82	7	2	62	16	6	1	2	4
	18%	31%	11%	19%	17%	17%	23%	22%	20%	18%	18%	12%	16%	27%	19%	10%	34%	39%
		b												a				ac
Apprenticeships	416	123	250	208	206	357	29	19	11	376	26	13	322	49	19	14	3	8
	83%	74%	88%	84%	82%	83%	82%	94%	72%	84%	65%	86%	85%	81%	63%	93%	66%	81%
			a							b			c	c				
Returnships	65	36	26	25	40	60	4	*	1	55	8	1	44	7	7	2	2	3
	13%	22%	9%	10%	16%	14%	11%	1%	8%	12%	21%	9%	12%	11%	24%	13%	33%	30%
		b													a			ab
Kickstart scheme	239	83	134	132	107	205	17	11	6	215	17	7	173	34	15	10	2	5
	48%	50%	47%	53%	42%	48%	49%	53%	39%	48%	43%	48%	45%	56%	49%	67%	49%	53%
			b															
Traineeships	216	78	119	114	103	189	16	7	5	196	13	7	163	25	11	8	3	6
	43%	47%	42%	46%	41%	44%	45%	37%	31%	44%	33%	44%	43%	41%	38%	51%	66%	63%
																		abc
None of these	28	5	17	15	13	26	3	-	-	24	3	2	22	5	1	-	1	*
	6%	3%	6%	6%	5%	6%	7%	-	-	5%	6%	14%	6%	8%	2%	-	11%	3%

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Q2b. What type(s) of support do you offer employees to manage their health at work?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private healthcare scheme	131	74	47	56	74	114	8	6	4	118	12	1	76	26	14	5	2	8
	26%	44%	17%	23%	29%	26%	21%	28%	23%	26%	31%	5%	20%	43%	46%	36%	39%	76%
		b											a	a				abc
Access to Work Scheme	142	85	45	67	73	119	13	3	8	119	20	3	91	24	13	6	3	5
	28%	51%	16%	27%	29%	27%	36%	17%	53%	27%	50%	21%	24%	40%	43%	39%	68%	53%
		b								a			a	a				a
Other	12	5	7	4	8	11	-	1	-	9	-	2	8	1	1	2	*	-
	2%	3%	2%	2%	3%	2%	-	6%	-	2%	-	16%	2%	1%	4%	11%	6%	-
Don't know	25	2	12	8	17	20	1	2	2	22	1	1	22	-	1	2	-	*
	5%	1%	4%	3%	7%	5%	3%	8%	16%	5%	4%	10%	6%	-	2%	11%	-	3%
										b			b					
None	239	33	182	133	106	211	15	10	4	220	12	7	205	21	7	4	1	-
	48%	20%	64%	53%	42%	49%	41%	50%	24%	49%	29%	49%	54%	35%	25%	23%	21%	-
			a	b						b			bcf	f	f			

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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

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No impact (0.0)	302 60%	93 56%	174 61%	139 56%	161 64%	257 59%	22 64%	14 67%	9 60%	272 61%	22 55%	8 53%	233 61%	37 61%	11 38%	10 67%	2 44%	8 79%
													c	c				abc
Much more likely to employ (4.0)	31 6%	25 15%	3 1%	14 6%	17 7%	28 6%	1 2%	1 7%	1 5%	23 5%	6 15%	1 9%	19 5%	7 12%	3 8%	1 3%	1 11%	1 8%
											a			a				
Slightly more likely to employ (3.0)	38 8%	20 12%	14 5%	18 7%	20 8%	31 7%	7 20%	- -	- -	35 8%	2 4%	1 9%	26 7%	3 6%	7 24%	* 3%	1 17%	* 2%
							a								abf			
Slightly less likely to employ (2.0)	64 13%	19 12%	42 15%	39 16%	24 9%	59 14%	2 5%	1 6%	2 12%	57 13%	5 12%	2 14%	45 12%	8 13%	5 17%	3 23%	1 22%	1 11%
							b											
Much less likely to employ (1.0)	34 7%	8 5%	26 9%	25 10%	10 4%	28 6%	1 3%	3 16%	2 16%	32 7%	3 6%	- -	29 8%	3 4%	2 7%	* 3%	* 6%	- -
							b											
Don't know	34 7%	1 *	25 9%	14 6%	20 8%	30 7%	2 6%	1 3%	1 8%	29 6%	3 7%	2 14%	30 8%	2 3%	2 6%	- -	- -	- -
Net: More likely	69 14%	45 27%	17 6%	32 13%	37 15%	59 14%	8 22%	1 7%	1 5%	58 13%	8 20%	3 18%	45 12%	11 18%	10 32%	1 7%	1 28%	1 10%
															af			
Net: Less likely	98 20%	27 16%	67 24%	64 26%	34 13%	87 20%	3 8%	4 22%	4 28%	88 20%	7 18%	2 14%	74 19%	11 18%	7 24%	4 26%	1 28%	1 11%
							a											
Base for stats	468	165	258	234	232	402	33	19	14	418	37	13	352	58	28	15	5	10
Mean Score	.85	1.25	.64	.90	.80	.87	.85	.60	.65	.82	1.13	1.08	.77	1.01	1.55	.72	1.47	.59
															af			
Standard Deviation	1.295	1.575	1.020	1.262	1.332	1.306	1.337	1.167	1.106	1.262	1.557	1.537	1.234	1.479	1.476	1.162	1.634	1.298
Standard Error	.059	.110	.068	.081	.088	.065	.229	.255	.296	.062	.243	.426	.076	.162	.225	.224	.396	.211
Error variance	*	.01	*	.01	.01	*	.05	.06	.09	*	.06	.18	.01	.03	.05	.05	.16	.04

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Q4. What makes you say this?

BASE: Those more likely to employ someone with a disability

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	*b	a	b	a	*b	*c	*d	a	*b	*c	a	*b	*c	*d	*e	*f
Unweighted Total	74	54	14	35	39	63	8	2	1	63	9	2	34	15	14	2	5	4
Total	69	45	17	32	37	59	8	1	1	58	8	3	45	11	10	1	1	1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
To give someone a chance/ an opportunity	7 11%	3 8%	3 15%	4 13%	3 9%	7 11%	1 10%	-	-	7 11%	1 9%	-	5 12%	2 19%	-	-	-	-
All positive attributes of employing a disabled person (i.e. hardworking, trustworthy)	6 9%	4 8%	3 15%	2 5%	5 13%	6 11%	-	-	-	5 8%	-	1 51%	4 9%	2 19%	-	-	-	*
Employ based on suitability/ skills/ ability to do the job	6 9%	-	5 27%	3 8%	3 9%	6 10%	-	-	-	6 10%	-	-	5 12%	1 6%	-	-	-	-
I have a disability/ know someone with a disability	5 8%	4 9%	1 8%	5 17%	-	5 9%	-	-	-	5 9%	-	-	5 12%	-	-	-	-	-
We do not discriminate	4 6%	2 4%	2 14%	* 2%	4 10%	3 5%	1 15%	-	-	4 7%	-	-	4 8%	-	-	*	-	-
Equality/ equal rights/ equal opportunities/ treat everyone as equal	4 6%	4 9%	-	2 5%	3 7%	4 7%	-	-	-	3 5%	-	1 49%	1 3%	1 6%	2 20%	-	-	*
My opinion/ what I believe	3 4%	1 3%	-	2 6%	1 2%	3 4%	-	-	-	3 4%	-	-	1 3%	-	1 13%	-	-	-
We have employed/ currently employ people who are disabled/ have a disability	1 2%	1 3%	-	-	1 4%	1 2%	-	-	-	1 2%	-	-	1 3%	-	-	-	-	-
Depends upon the actual disability/ severity of the disability	1 2%	-	1 8%	-	1 4%	1 2%	-	-	-	1 2%	-	-	1 3%	-	-	-	-	-
Work is physical/ manual/ physically demanding	1 2%	-	1 8%	-	1 4%	1 2%	-	-	-	1 2%	-	-	1 3%	-	-	-	-	-
All negative mentions of employing a disabled person (i.e. costs involved, insurance, more checks required)	1 1%	1 1%	-	-	1 2%	1 1%	-	-	-	1 1%	-	-	-	1 6%	-	-	-	-

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Q4. What makes you say this?

BASE: Those more likely to employ someone with a disability

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	*b	a	b	a	*b	*c	*d	a	*b	*c	a	*b	*c	*d	*e	*f
Unweighted Total	74	54	14	35	39	63	8	2	1	63	9	2	34	15	14	2	5	4
Total	69	45	17	32	37	59	8	1	1	58	8	3	45	11	10	1	1	1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Not lawful/ it is against the law	*	*	-	*	-	*	-	-	-	-	*	-	-	-	-	-	*	-
	*	1%	-	1%	-	*	-	-	-	-	4%	-	-	-	-	-	21%	-
Working environment/ premises are not suited to those with a disability	*	*	-	-	*	*	-	-	-	*	-	-	-	-	-	-	*	-
	*	1%	-	-	1%	*	-	-	-	*	-	-	-	-	-	-	20%	-
Don't know	2	2	-	2	-	1	1	-	-	2	-	-	2	-	-	-	-	-
	4%	5%	-	8%	-	2%	15%	-	-	4%	-	-	6%	-	-	-	-	-
Others	3	3	-	1	2	3	-	*	-	2	1	-	-	2	-	1	-	*
	4%	6%	-	3%	5%	4%	-	15%	-	4%	7%	-	-	18%	-	51%	-	22%
No answer/ not stated/ prefer not to say	25	19	4	10	14	18	5	1	1	18	6	-	14	3	6	-	1	*
	36%	42%	21%	33%	39%	31%	61%	85%	100%	32%	80%	-	32%	25%	66%	-	60%	28%

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Q4. What makes you say this?

BASE: Those less likely to employ someone with a disability

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	*b	*c	*d	a	*b	*c	a	*b	*c	*d	*e	*f
Unweighted Total	99	35	61	63	35	87	3	4	5	90	8	1	55	16	11	8	5	4
Total	98	27	67	64	34	87	3	4	4	88	7	2	74	11	7	4	1	1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Work is physical/ manual/ physically demanding	38	6	32	26	13	32	2	3	1	37	1	-	30	4	1	2	*	*
	39%	23%	48%	40%	38%	37%	79%	72%	28%	42%	11%	-	41%	38%	18%	63%	20%	21%
			a															
Depends upon the actual disability/ severity of the disability	21	5	16	13	9	20	2	-	-	16	5	-	19	1	1	*	-	-
	22%	20%	24%	20%	25%	23%	60%	-	-	18%	71%	-	26%	6%	19%	13%	-	-
Employ based on suitability/ skills/ ability to do the job	15	4	10	8	8	15	-	-	-	14	1	-	13	1	-	*	*	*
	15%	14%	15%	12%	22%	18%	-	-	-	15%	20%	-	18%	6%	-	13%	20%	21%
Working environment/ premises are not suited to those with a disability	14	1	13	10	3	11	-	1	2	14	-	-	10	1	1	1	-	*
	14%	3%	19%	16%	10%	12%	-	28%	43%	15%	-	-	14%	12%	9%	25%	-	26%
			a															
Industry is not suited to those with a disability	7	1	6	4	3	6	1	-	1	5	2	-	4	-	2	1	*	-
	8%	4%	9%	6%	10%	7%	21%	-	15%	6%	31%	-	6%	-	28%	25%	20%	-
Health and safety concerns	7	1	5	4	2	7	-	-	-	6	1	-	5	-	1	*	-	-
	7%	5%	8%	7%	6%	8%	-	-	-	7%	10%	-	7%	-	11%	13%	-	-
All negative mentions of employing a disabled person (i.e. costs involved, insurance, more checks required)	4	3	1	1	3	4	-	-	-	4	-	-	3	1	-	-	-	-
	4%	12%	1%	2%	8%	5%	-	-	-	5%	-	-	4%	12%	-	-	-	-
		b																
We do not discriminate	3	1	1	-	3	3	-	-	-	3	-	-	3	-	-	-	-	-
	3%	5%	2%	-	8%	3%	-	-	-	3%	-	-	4%	-	-	-	-	-
			a															
My opinion/ what I believe	1	1	-	-	1	1	-	-	-	1	-	-	-	-	1	-	-	-
	1%	2%	-	-	2%	1%	-	-	-	1%	-	-	-	-	9%	-	-	-
It doesn't/ wouldn't make any difference	*	-	*	*	-	*	-	-	-	*	-	-	-	-	-	*	-	-
	*	-	1%	1%	-	1%	-	-	-	1%	-	-	-	-	-	13%	-	-
Others	8	3	4	7	1	8	-	-	-	8	-	-	4	3	1	*	-	-
	9%	10%	7%	11%	2%	10%	-	-	-	10%	-	-	5%	31%	9%	13%	-	-

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Q4. What makes you say this?

BASE: Those less likely to employ someone with a disability

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
	a	b	a	b	a	*b	*c	*d	a	*b	*c	a	*b	*c	*d	*e	*f	
Significance Level: 95%																		
Unweighted Total	99	35	61	63	35	87	3	4	5	90	8	1	55	16	11	8	5	4
Total	98	27	67	64	34	87	3	4	4	88	7	2	74	11	7	4	1	1
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No answer/ not stated/ prefer not to say	16	6	9	11	5	16	-	-	1	13	1	2	13	-	2	-	1	1
	17%	23%	13%	18%	15%	18%	-	-	15%	14%	18%	100%	17%	-	28%	-	61%	52%

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Q4. What makes you say this?

BASE: Those whose choice to employ someone would not be impacted

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	*b	*c	*d	a	*b	*c	a	b	*c	*d	*e	f
Unweighted Total	301	115	150	144	156	255	23	15	8	267	24	10	177	52	18	17	7	30
Total	302	93	174	139	161	257	22	14	9	272	22	8	233	37	11	10	2	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Employ based on suitability/ skills/ ability to do the job	117 39%	27 29%	75 43% a	46 33%	69 43%	98 38%	12 54%	5 35%	2 21%	111 41%	3 12%	3 35%	99 43%	11 29%	3 27%	* 5%	- -	3 37%
Equality/ equal rights/ equal opportunities/ treat everyone as equal	44 14%	22 24% b	15 9%	20 14%	24 15%	40 15%	3 11%	2 12%	- -	32 12%	9 40%	3 36%	33 14%	6 15%	2 17%	2 21%	- -	2 21%
We do not discriminate	26 9%	8 9%	15 8%	15 11%	11 7%	24 9%	2 8%	* 3%	- -	21 8%	3 16%	1 18%	16 7%	5 15%	- -	2 21%	1 26%	2 22% a
A disabled person would be able/ still be able to do the job	21 7%	8 9%	11 6%	8 5%	14 9%	18 7%	1 5%	1 9%	1 13%	20 7%	1 7%	- -	17 7%	3 7%	- -	1 14%	- -	* 3%
It doesn't/ wouldn't make any difference	18 6%	5 5%	13 8%	7 5%	11 7%	14 5%	1 3%	3 24%	- -	18 6%	- -	- -	15 6%	1 4%	1 11%	- -	- -	1 7%
I have a disability/ know someone with a disability	10 3%	8 8% b	1 1%	3 2%	7 4%	6 2%	1 5%	* 4%	2 26%	10 4%	- -	- -	9 4%	1 2%	- -	* 5%	- -	- -
Depends upon the actual disability/ severity of the disability	7 2%	- -	5 3%	4 3%	3 2%	7 3%	- -	- -	- -	7 2%	- -	- -	7 3%	- -	- -	- -	- -	- -
To give someone a chance/ an opportunity	6 2%	2 2%	3 1%	1 1%	5 3%	5 2%	- -	1 9%	- -	5 2%	1 4%	- -	5 2%	1 2%	- -	- -	- -	- -
We have employed/ currently employ people who are disabled/ have a disability	5 2%	4 4%	1 1%	3 2%	2 1%	5 2%	- -	- -	- -	3 1%	* 1%	1 18%	1 1%	3 9% a	- -	- -	- -	* 3%
Not lawful/ it is against the law	3 1%	* *	2 1%	3 2%	* *	3 1%	- -	- -	- -	2 1%	- -	1 14%	1 1%	1 2%	- -	1 11%	* 13%	- -

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Q4. What makes you say this?

BASE: Those whose choice to employ someone would not be impacted

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
		a	b	a	b	a	*b	*c	*d	a	*b	*c	a	b	*c	*d	*e	f
Significance Level: 95%																		
Unweighted Total	301	115	150	144	156	255	23	15	8	267	24	10	177	52	18	17	7	30
Total	302	93	174	139	161	257	22	14	9	272	22	8	233	37	11	10	2	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
All negative mentions of employing a disabled person (i.e. costs involved, insurance, more checks required)	3	-	3	3	-	3	-	-	-	3	-	-	3	-	-	-	-	-
	1%	-	2%	2%	-	1%	-	-	-	1%	-	-	1%	-	-	-	-	-
All positive attributes of employing a disabled person (i.e. hardworking, trustworthy)	2	-	2	1	1	2	-	-	-	2	-	-	1	1	-	-	-	-
	1%	-	1%	1%	*	1%	-	-	-	1%	-	-	1%	2%	-	-	-	-
My opinion/ what I believe	2	1	-	1	1	2	-	-	-	2	-	-	-	1	-	*	-	-
	1%	1%	-	1%	*	1%	-	-	-	1%	-	-	-	4% a	-	5%	-	-
Don't know	3	1	2	3	1	3	-	-	-	3	-	-	1	-	2	-	-	-
	1%	1%	1%	2%	*	1%	-	-	-	1%	-	-	1%	-	17%	-	-	-
Others	8	2	5	4	3	6	1	-	-	8	-	-	6	-	1	*	-	-
	3%	3%	3%	3%	2%	3%	5%	-	-	3%	-	-	3%	-	6%	5%	-	-
No answer/ not stated/ prefer not to say	59	14	36	31	27	51	2	3	4	52	6	1	44	8	3	1	1	1
	19%	15%	21%	23%	17%	20%	9%	19%	39%	19%	28%	6%	19%	23%	23%	14%	61%	16%

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Q5. To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

		Ensuring the application process is accessible to people of all disabilities	Ensuring the interview process is accessible to people of all disabilities	The cost of making workplace adjustments	The practicalities of making workplace adjustments	Managing their ongoing performance	Being able to support them properly during the COVID-19 pandemic
		a	b	c	d	e	f
Significance Level: 95%							
Unweighted Total		502	502	502	502	502	502
Total		502	502	502	502	502	502
		100%	100%	100%	100%	100%	100%
A major barrier	(3.0)	43 9%	35 7%	91 18% abef	83 17% abe	40 8%	65 13% abe
A minor barrier	(2.0)	148 29% e	126 25% e	179 36% abef	197 39% abef	92 18%	147 29% e
Not a barrier at all	(1.0)	292 58% cdf	320 64% cdf	206 41%	199 40%	346 69% acdf	240 48% cd
Don't know		18 4%	21 4%	25 5%	24 5%	24 5%	50 10% abcde
Barrier		191 38% be	161 32%	270 54% abef	280 56% abef	133 26%	212 42% be
Base for stats		484	481	477	478	478	452
Mean Score		1.48 e	1.41	1.76 abef	1.76 abef	1.36	1.61 abe
Standard Deviation		.655	.623	.753	.729	.633	.725
Standard Error		.030	.028	.034	.033	.029	.034
Error variance		*	*	*	*	*	*

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Q5. Barrier - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
The practicalities of making workplace adjustments	280 56%	83 50%	170 60% a	145 58%	133 53%	244 57%	15 43%	12 58%	9 61%	249 56%	22 55%	8 55%	214 56%	29 48%	19 65%	8 53%	4 72%	6 59%
The cost of making workplace adjustments	270 54%	87 53%	158 56%	141 57%	128 51%	237 55%	14 38%	11 55%	9 57%	242 54%	21 53%	7 46%	205 54%	28 46%	19 64%	9 63%	4 78%	6 55%
Being able to support them properly during the COVID-19 pandemic	212 42%	81 49% b	111 39%	101 41%	111 44%	182 42%	17 47%	7 36%	7 44%	187 42%	20 50%	5 35%	159 42%	25 42%	14 47%	6 39%	3 67%	5 45%
Ensuring the application process is accessible to people of all disabilities	191 38%	74 45% b	93 33%	94 38%	96 38%	167 39%	9 25%	6 31%	10 64%	170 38%	13 33%	8 56%	140 37%	21 35%	17 58% abf	6 39%	4 73%	3 31%
Ensuring the interview process is accessible to people of all disabilities	161 32%	65 39% b	80 28%	72 29%	87 34%	143 33%	7 20%	5 23%	6 40%	143 32%	13 32%	5 31%	109 29%	20 33%	17 55% ab	8 56%	3 62%	3 34%
Managing their ongoing performance	133 26%	61 37% b	58 21%	64 26%	68 27%	115 27%	8 23%	3 13%	7 48%	115 26%	14 36%	4 24%	85 22%	21 35% a	17 56% abf	4 29%	3 56%	3 25%

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Q5. Not a barrier - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managing their ongoing performance	346	102	209	175	170	294	26	18	8	311	26	9	274	38	13	11	2	7
	69%	61%	74%	70%	67%	68%	74%	87%	52%	70%	64%	62%	72%	63%	44%	71%	44%	70%
			a										c	c				c
Ensuring the interview process is accessible to people of all disabilities	320	97	190	162	158	272	26	14	8	283	26	10	254	39	11	7	2	7
	64%	59%	67%	65%	63%	63%	73%	70%	52%	63%	66%	69%	67%	65%	38%	44%	38%	66%
													c	c				c
Ensuring the application process is accessible to people of all disabilities	292	91	176	143	148	249	25	13	5	259	27	7	225	38	12	9	1	7
	58%	55%	62%	58%	59%	58%	72%	63%	36%	58%	67%	44%	59%	64%	40%	61%	27%	69%
													c	c				c
Being able to support them properly during the COVID-19 pandemic	240	80	139	125	114	206	17	10	8	218	16	6	181	32	13	7	2	5
	48%	48%	49%	50%	45%	48%	48%	50%	51%	49%	39%	41%	48%	53%	45%	47%	33%	46%
The cost of making workplace adjustments	206	75	110	98	109	175	18	7	5	180	19	8	154	31	11	6	1	4
	41%	45%	39%	39%	43%	41%	52%	37%	35%	40%	47%	50%	40%	52%	36%	37%	22%	38%
The practicalities of making workplace adjustments	199	79	102	90	108	168	18	7	6	176	16	6	147	29	11	7	1	4
	40%	48%	36%	36%	43%	39%	51%	34%	39%	40%	39%	43%	38%	48%	35%	47%	28%	37%
		b																

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Q5_1. Ensuring the application process is accessible to people of all disabilities - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier (3.0)	43 9%	23 14%	17 6%	21 8%	22 9%	35 8%	2 5%	- -	6 40%	36 8%	7 18%	- -	30 8%	5 8%	3 11%	2 16%	2 34%	1 7%
A minor barrier (2.0)	148 29%	51 31%	76 27%	74 30%	74 29%	131 30%	7 20%	6 31%	4 24%	134 30%	6 14%	8 56%	110 29%	16 27%	14 47%	3 23%	2 39%	2 24%
Not a barrier at all (1.0)	292 58%	91 55%	176 62%	143 58%	148 59%	249 58%	25 72%	13 63%	5 36%	259 58%	27 67%	7 44%	225 59%	38 64%	12 40%	9 61%	1 27%	7 69%
Don't know	18 4%	1 1%	14 5%	10 4%	8 3%	16 4%	1 3%	1 6%	- -	18 4%	- -	- -	17 4%	1 1%	1 2%	- -	- -	- -
Barrier	191 38%	74 45%	93 33%	94 38%	96 38%	167 39%	9 25%	6 31%	10 64%	170 38%	13 33%	8 56%	140 37%	21 35%	17 58%	6 39%	4 73%	3 31%
Base for stats	484	165	269	238	244	416	34	19	15	428	40	15	364	60	29	15	5	10
Mean Score	1.48	1.59	1.41	1.48	1.49	1.49	1.31	1.33	2.04	1.48	1.51	1.56	1.47	1.43	1.70	1.55	2.07	1.38
Standard Deviation	.655	.723	.608	.653	.660	.649	.569	.483	.903	.646	.796	.513	.645	.641	.667	.785	.869	.651
Standard Error	.030	.051	.040	.042	.043	.032	.096	.105	.233	.031	.121	.137	.039	.070	.099	.151	.211	.106
Error variance	*	*	*	*	*	*	.01	.01	.05	*	.01	.02	*	*	.01	.02	.04	.01

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Q5_2. Ensuring the interview process is accessible to people of all disabilities - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier (3.0)	35 7%	20 12%	11 4%	13 5%	23 9%	27 6%	2 5%	1 6%	5 36%	32 7%	3 8%	- -	21 5%	5 8%	6 21%	1 10%	1 23%	1 8%
		b												ab				
A minor barrier (2.0)	126 25%	46 28%	69 24%	60 24%	64 25%	116 27%	5 15%	3 17%	1 4%	111 25%	10 24%	5 31%	88 23%	15 25%	10 35%	7 46%	2 39%	3 26%
Not a barrier at all (1.0)	320 64%	97 59%	190 67%	162 65%	158 63%	272 63%	26 73%	14 70%	8 52%	283 63%	26 66%	10 69%	254 67%	39 65%	11 38%	7 44%	2 38%	7 66%
		c											c	c				c
Don't know	21 4%	3 2%	14 5%	14 6%	7 3%	17 4%	2 6%	1 6%	1 8%	21 5%	1 2%	- -	18 5%	1 2%	2 7%	- -	- -	- -
Barrier	161 32%	65 39%	80 28%	72 29%	87 34%	143 33%	7 20%	5 23%	6 40%	143 32%	13 32%	5 31%	109 29%	20 33%	17 55%	8 56%	3 62%	3 34%
		b													ab			
Base for stats	481	163	269	234	244	415	33	19	14	426	39	15	363	59	28	15	5	10
Mean Score	1.41	1.52	1.34	1.36	1.45	1.41	1.27	1.31	1.83	1.41	1.41	1.31	1.36	1.42	1.82	1.66	1.85	1.42
		b													abf			
Standard Deviation	.623	.702	.554	.583	.658	.609	.557	.609	1.000	.626	.650	.477	.587	.641	.785	.673	.854	.665
Standard Error	.028	.050	.036	.037	.043	.030	.096	.133	.267	.030	.100	.127	.035	.070	.120	.129	.207	.108
Error variance	*	*	*	*	*	*	.01	.02	.07	*	.01	.02	*	*	.01	.02	.04	.01

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Q5_3. The cost of making workplace adjustments - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	(3.0)	91	64	57	34	77	6	3	5	85	5	1	71	9	5	4	2	1
		18%	23%	23%	14%	18%	16%	17%	36%	19%	12%	9%	19%	15%	17%	26%	34%	5%
			a	b									f					
A minor barrier	(2.0)	179	94	84	93	161	8	8	3	157	17	6	134	19	14	6	2	5
		36%	33%	34%	37%	37%	23%	38%	21%	35%	42%	37%	35%	32%	46%	37%	44%	50%
			b															b
Not a barrier at all	(1.0)	206	110	98	109	175	18	7	5	180	19	8	154	31	11	6	1	4
		41%	39%	39%	43%	41%	52%	37%	35%	40%	47%	50%	40%	52%	36%	37%	22%	38%
Don't know		25	16	10	16	19	3	2	1	25	-	1	23	1	-	-	-	1
		5%	6%	4%	6%	4%	10%	8%	8%	5%	-	5%	6%	2%	-	-	-	7%
			a															
Barrier		270	158	141	128	237	14	11	9	242	21	7	205	28	19	9	4	6
		54%	56%	57%	51%	55%	38%	55%	57%	54%	53%	46%	54%	46%	64%	63%	78%	55%
Base for stats		477	267	239	236	413	32	18	14	422	40	14	358	59	30	15	5	9
Mean Score		1.76	1.83	1.83	1.69	1.76	1.60	1.78	2.01	1.77	1.65	1.57	1.77	1.62	1.81	1.89	2.11	1.65
				b														
Standard Deviation		.753	.788	.788	.713	.745	.779	.756	.915	.760	.689	.682	.758	.736	.720	.816	.828	.613
Standard Error		.034	.052	.050	.047	.037	.136	.169	.245	.037	.105	.197	.046	.080	.106	.157	.201	.102
Error variance		*	*	*	*	*	.02	.03	.06	*	.01	.04	*	.01	.01	.02	.04	.01

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Q5_4. The practicalities of making workplace adjustments - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier	(3.0)	83	61	53	30	65	4	6	8	77	6	-	67	7	5	2	1	*
		17%	22%	21%	12%	15%	12%	29%	52%	17%	15%	-	17%	12%	16%	16%	28%	3%
			a	b									f	f				
A minor barrier	(2.0)	197	109	92	104	179	11	6	1	172	16	8	147	22	15	6	2	6
		39%	38%	37%	41%	41%	31%	30%	9%	39%	41%	55%	39%	36%	49%	37%	44%	56%
																		ab
Not a barrier at all	(1.0)	199	102	90	108	168	18	7	6	176	16	6	147	29	11	7	1	4
		40%	36%	36%	43%	39%	51%	34%	39%	40%	39%	43%	38%	48%	35%	47%	28%	37%
			b															
Don't know		24	12	13	10	20	2	2	-	21	2	*	21	2	-	-	-	*
		5%	4%	5%	4%	5%	6%	8%	-	5%	6%	2%	6%	4%	-	-	-	3%
Barrier		280	170	145	133	244	15	12	9	249	22	8	214	29	19	8	4	6
		56%	60%	58%	53%	57%	43%	58%	61%	56%	55%	55%	56%	48%	65%	53%	72%	59%
			a															
Base for stats		478	271	235	241	412	33	18	15	426	38	15	360	58	30	15	5	10
Mean Score		1.76	1.85	1.84	1.68	1.75	1.59	1.94	2.13	1.77	1.74	1.56	1.78	1.63	1.81	1.69	2.00	1.64
			a	b														
Standard Deviation		.729	.761	.765	.684	.711	.713	.845	.978	.736	.718	.514	.737	.706	.701	.759	.840	.566
Standard Error		.033	.050	.049	.044	.035	.122	.189	.252	.036	.112	.143	.045	.077	.103	.146	.204	.093
Error variance		*	*	*	*	*	.01	.04	.06	*	.01	.02	*	.01	.01	.02	.04	.01

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Q5_5. Managing their ongoing performance - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier (3.0)	40 8%	21 13%	17 6%	23 9%	17 7%	30 7%	3 8%	- -	7 48%	33 7%	6 15%	1 9%	23 6%	7 12%	6 20%	3 19%	1 23%	* 3%
A minor barrier (2.0)	92 18%	39 24%	41 15%	41 16%	51 20%	84 20%	5 15%	3 13%	- -	82 18%	9 21%	2 14%	62 16%	14 23%	11 36%	1 10%	2 33%	2 22%
Not a barrier at all (1.0)	346 69%	102 61%	209 74%	175 70%	170 67%	294 68%	26 74%	18 87%	8 52%	311 70%	26 64%	9 62%	274 72%	38 63%	13 44%	11 71%	2 44%	7 70%
Don't know	24 5%	3 2%	16 6%	10 4%	14 5%	23 5%	1 3%	- -	- -	22 5%	- -	2 14%	22 6%	1 2%	- -	- -	- -	1 5%
Barrier	133 26%	61 37%	58 21%	64 26%	68 27%	115 27%	8 23%	3 13%	7 48%	115 26%	14 36%	4 24%	85 22%	21 35%	17 56%	4 29%	3 56%	3 25%
Base for stats	478	163	267	238	238	409	34	20	15	425	40	13	360	59	30	15	5	10
Mean Score	1.36	1.50	1.28	1.36	1.36	1.35	1.32	1.13	1.97	1.35	1.51	1.38	1.30	1.47	1.76	1.49	1.79	1.29
Standard Deviation	.633	.718	.576	.654	.614	.615	.631	.341	1.034	.619	.749	.702	.583	.703	.776	.827	.880	.545
Standard Error	.029	.051	.038	.042	.040	.030	.107	.073	.267	.030	.114	.195	.035	.077	.114	.159	.214	.091
Error variance	*	*	*	*	*	*	.01	.01	.07	*	.01	.04	*	.01	.01	.03	.05	.01

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Q5_6. Being able to support them properly during the COVID-19 pandemic - To what extent, if at all, do you find the below a barrier to employing disabled people?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size					
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A major barrier (3.0)	65 13%	24 15%	36 13%	38 15%	27 11%	53 12%	7 19%	1 3%	5 32%	54 12%	7 18%	4 23%	47 12%	7 11%	5 17%	3 23%	2 45%	1 5%
A minor barrier (2.0)	147 29%	56 34%	75 26%	63 25%	84 33%	129 30%	10 28%	7 33%	2 12%	133 30%	13 32%	2 12%	113 29%	18 31%	9 30%	2 16%	1 22%	4 40%
Not a barrier at all (1.0)	240 48%	80 48%	139 49%	125 50%	114 45%	206 48%	17 48%	10 50%	8 51%	218 49%	16 39%	6 41%	181 48%	32 53%	13 45%	7 47%	2 33%	5 46%
Don't know	50 10%	5 3%	34 12%	23 9%	27 11%	44 10%	2 5%	3 14%	1 5%	42 9%	4 11%	4 24%	41 11%	3 6%	3 8%	2 14%	- -	1 9%
Barrier	212 42%	81 49%	111 39%	101 41%	111 44%	182 42%	17 47%	7 36%	7 44%	187 42%	20 50%	5 35%	159 42%	25 42%	14 47%	6 39%	3 67%	5 45%
Base for stats	452	161	249	225	225	387	33	17	14	405	36	11	341	57	28	13	5	9
Mean Score	1.61	1.65	1.59	1.61	1.61	1.60	1.70	1.46	1.81	1.60	1.76	1.76	1.60	1.56	1.70	1.72	2.12	1.55
Standard Deviation	.725	.730	.730	.757	.694	.715	.797	.586	.949	.714	.775	.931	.717	.701	.781	.892	.977	.633
Standard Error	.034	.052	.050	.050	.046	.036	.137	.135	.254	.035	.126	.281	.045	.078	.120	.182	.237	.107
Error variance	*	*	*	*	*	*	.02	.02	.06	*	.02	.08	*	.01	.01	.03	.06	.01

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Q6. Which, if any, of the below would affect your decision to employ someone with a declared disability?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I would be concerned they would struggle to do the job	136 27%	30 18%	95 34% a	81 33% b	55 22%	120 28%	7 20%	4 22%	4 29%	123 27%	12 29%	2 12%	105 27%	18 29%	8 25%	2 13%	1 22%	3 31%
Inability to adapt the job role to suit their needs (e.g. to work from home, work flexibly etc.)	98 20%	27 17%	57 20%	44 18%	54 21%	87 20%	4 10%	3 17%	4 29%	87 19%	6 14%	6 38%	76 20%	7 11%	8 27% b	5 30%	1 17%	2 17%
Challenges our organisation is facing due to COVID-19 (e.g. financial strain, job losses, restructuring)	97 19%	42 25% b	48 17%	41 16%	55 22%	89 21%	7 19%	2 10%	- -	86 19%	5 13%	6 40%	70 18%	13 21%	7 23%	5 30%	1 23%	2 21%
There would be an additional cost to the organisation	64 13%	18 11%	42 15%	29 12%	35 14%	60 14% b	1 2%	2 11%	1 8%	58 13%	2 4%	4 26%	45 12%	6 10%	7 22%	4 24%	1 22%	1 13%
They may not be as productive as non-disabled employees	60 12%	17 10%	40 14%	40 16% b	21 8%	53 12%	2 6%	3 17%	2 12%	57 13%	3 8%	- -	46 12%	7 11%	4 13%	2 16%	* 6%	1 8%
I would be concerned they would be off work more often than those without a disability	53 11%	18 11%	28 10%	25 10%	28 11%	50 12%	2 7%	* 2%	- -	46 10%	4 11%	2 14%	39 10%	5 9%	5 17%	1 7%	1 22%	1 7%
I would be concerned about honestly evaluating their performance	45 9%	24 15% b	16 6%	19 8%	26 10%	39 9%	4 10%	1 4%	1 8%	39 9%	4 9%	2 17%	30 8%	6 10%	5 15%	2 13%	1 17%	2 18% a
I would be concerned they will be mistreated by other employees	44 9%	20 12% b	18 6%	15 6%	29 12% a	37 8%	3 9%	3 13%	2 16%	37 8%	6 14%	1 9%	30 8%	9 14%	3 9%	1 10%	1 17%	1 9%

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Q6. Which, if any, of the below would affect your decision to employ someone with a declared disability?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	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	38	19	15	16	22	36	2	*	1	35	3	-	25	7	2	2	1	2
	8%	12%	5%	7%	9%	8%	5%	1%	5%	8%	8%	-	7%	12%	6%	13%	11%	17%
		b	a															a
They won't fit in with the organisation	27	11	12	14	12	23	-	3	1	23	3	1	17	5	3	*	1	*
	5%	7%	4%	6%	5%	5%	-	13%	8%	5%	6%	9%	5%	9%	9%	3%	11%	3%
Other	5	1	4	2	3	5	-	-	-	5	-	-	3	2	-	*	-	-
	1%	1%	1%	1%	1%	1%	-	-	-	1%	-	-	1%	3%	-	3%	-	-
None of these	155	51	87	81	73	128	15	8	4	139	11	5	122	19	4	5	1	3
	31%	31%	31%	33%	29%	30%	42%	42%	23%	31%	28%	32%	32%	32%	15%	34%	21%	28%
													c	c				
Not sure	9	-	7	8	1	8	1	-	-	9	-	-	8	1	-	-	-	-
	2%	-	2%	3%	1%	2%	3%	-	-	2%	-	-	2%	2%	-	-	-	-
			a	b														

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Q7. Which, if any, of the benefits below are offered by the organisation where you work?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Working from home	236 47%	80 48%	128 45%	118 48%	116 46%	206 48%	15 42%	11 52%	5 31%	216 48%	15 36%	6 38%	187 49%	30 49%	8 26%	6 43%	1 28%	3 34%
Flexible working hours (e.g. different start times, shorter hours)	209 42%	70 42%	117 41%	113 46%	95 38%	179 41%	16 45%	9 44%	5 36%	195 44%	8 21%	5 36%	158 41%	28 47%	11 36%	6 40%	2 33%	5 46%
Part-time working hours	200 40%	75 45%	106 38%	93 38%	106 42%	173 40%	16 45%	7 35%	4 27%	177 40%	17 42%	5 36%	148 39%	31 51%	9 29%	6 43%	1 21%	5 47%
Time off work to attend disability-related medical appointments/treatment	127 25%	51 30%	63 22%	60 24%	66 26%	106 25%	11 30%	7 32%	4 27%	109 24%	10 24%	8 55%	92 24%	17 28%	8 25%	5 34%	1 27%	4 41%
Flexible role duties that take into account the disability (e.g. no late nights, long-distance travel or physically intensive work)	119 24%	55 33%	52 18%	53 21%	67 26%	99 23%	11 31%	6 28%	4 27%	103 23%	12 30%	4 27%	82 21%	17 29%	11 37%	4 24%	2 45%	4 38%
Time off work due to the impact of a disability	107 21%	50 30%	46 16%	48 19%	59 24%	93 22%	5 14%	3 17%	5 35%	96 22%	5 13%	6 37%	75 20%	19 32%	6 19%	3 17%	1 17%	4 36%
Additional breaks during the working day	105 21%	47 29%	48 17%	47 19%	59 23%	90 21%	10 28%	3 17%	2 16%	94 21%	6 15%	6 38%	79 21%	14 23%	5 15%	5 31%	1 17%	3 28%
Work trials in place of / alongside formal interviews	75 15%	34 20%	33 12%	32 13%	42 17%	66 15%	4 11%	3 14%	2 16%	60 13%	11 28%	4 24%	51 13%	12 19%	7 22%	2 16%	1 11%	2 17%
Adapted furniture (e.g. a specialist chair or adapted desk)	73 15%	40 24%	24 8%	31 12%	43 17%	61 14%	6 18%	4 20%	2 16%	62 14%	5 12%	6 43%	41 11%	13 22%	8 27%	5 34%	2 33%	4 44%

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Q7. Which, if any, of the benefits below are offered by the organisation where you work?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Specialist IT equipment (e.g. screen readers, ergonomic mouse/keyboard etc.)	72	45	18	32	40	58	8	3	3	55	12	5	45	14	3	5	1	5
	14%	27%	6%	13%	16%	13%	23%	17%	21%	12%	30%	36%	12%	23%	11%	30%	21%	50%
		b								a				a				abc
Physical adjustments to the building	51	35	11	26	25	46	2	1	2	42	3	6	28	8	6	5	1	3
	10%	21%	4%	10%	10%	11%	5%	6%	16%	9%	7%	39%	7%	14%	19%	34%	21%	31%
		b												a				ab
None of the above	63	5	49	35	28	57	3	3	2	55	6	2	56	4	3	*	*	1
	13%	3%	17%	14%	11%	13%	7%	13%	12%	12%	15%	14%	15%	7%	8%	3%	6%	6%
		a																

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Q8. How many disabled people are employed in your organisation, as a percentage of the total workforce?

BASE: All respondents

	Total	Employ any disabled people		Gender		Region				Sector			Size						
		Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+	
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f	
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38	
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
None	(0.0)	283	-	283	156	127	241	21	12	9	263	17	3	246	23	7	6	*	-
		56%	-	100%	63%	50%	56%	58%	60%	60%	59%	42%	22%	65%	38%	25%	43%	6%	-
				a	b					b			bcf	f	f				
Less than 1%	(0.5)	48	48	-	15	33	40	5	2	1	44	4	*	33	8	5	1	1	2
		10%	29%	-	6%	13%	9%	15%	11%	8%	10%	10%	2%	9%	13%	15%	10%	11%	17%
			b		a														
1-5%	(3.0)	53	53	-	18	34	48	2	1	2	39	9	4	21	14	9	4	2	3
		11%	32%	-	7%	14%	11%	5%	5%	13%	9%	23%	29%	6%	23%	30%	24%	33%	32%
			b		a						a				a	a		a	
6-10%	(8.0)	26	26	-	11	15	21	4	-	1	20	5	1	13	5	4	1	*	2
		5%	16%	-	5%	6%	5%	12%	-	8%	5%	12%	9%	3%	9%	13%	10%	6%	22%
			b		a						a				a	a		a	
More than 10%	(13.0)	38	38	-	18	19	37	1	-	1	33	4	1	24	8	3	*	2	1
		8%	23%	-	7%	7%	9%	2%	-	4%	7%	9%	9%	6%	13%	11%	3%	40%	5%
			b												a				
We don't record this information		28	-	-	15	13	23	1	3	1	26	*	2	26	-	1	*	*	1
		6%	-	-	6%	5%	5%	3%	13%	8%	6%	1%	14%	7%	-	2%	3%	6%	9%
														b					
Don't know		16	-	-	10	6	13	1	2	-	14	-	2	11	1	1	1	-	2
		3%	-	-	4%	2%	3%	2%	11%	-	3%	-	14%	3%	2%	4%	7%	-	15%
Prefer not to say		9	-	-	5	5	8	1	-	-	8	1	-	8	1	-	-	-	-
		2%	-	-	2%	2%	2%	3%	-	-	2%	4%	-	2%	2%	-	-	-	-
Net: Any		166	166	-	63	101	146	12	3	5	137	22	8	91	35	21	7	4	8
		33%	100%	-	25%	40%	34%	33%	16%	32%	31%	54%	50%	24%	58%	69%	46%	89%	76%
			b		a						a				a	a		a	
Base for stats		449	166	283	219	228	387	32	15	14	400	38	11	337	58	28	13	5	8
Mean Score		1.99	5.38	-	1.79	2.12	2.10	1.53	.28	1.70	1.84	3.00	3.95	1.48	3.35	3.65	2.18	7.04	4.55
															a	a			
Standard Deviation		3.923	4.841	-	3.893	3.877	4.055	3.174	.801	3.472	3.862	4.197	4.482	3.611	4.566	4.316	3.392	6.016	3.852
Standard Error		.185	.338	-	.260	.259	.206	.553	.194	.928	.193	.655	1.494	.226	.504	.658	.678	1.504	.715
Error variance		.03	.11	-	.07	.07	.04	.31	.04	.86	.04	.43	2.23	.05	.25	.43	.46	2.26	.51

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Q9. Has your organisation recruited disabled people in the last 18 months?

BASE: All respondents

Significance Level: 95%

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	105	85	9	41	65	85	7	6	7	89	10	7	58	19	14	5	4	6
	21%	51%	3%	16%	26%	20%	20%	31%	48%	20%	25%	45%	15%	31%	45%	33%	72%	63%
		b		a									a	a			ab	
No	370	73	266	199	169	322	28	12	8	338	26	6	303	40	15	9	1	2
	74%	44%	94%	80%	67%	75%	78%	61%	52%	76%	64%	43%	79%	67%	51%	57%	17%	22%
		a		b									bcd	f	f			
Don't know	27	8	8	9	18	24	1	2	-	20	4	2	20	1	1	2	1	1
	5%	5%	3%	4%	7%	6%	2%	8%	-	5%	11%	12%	5%	2%	4%	11%	11%	15%
																		ab

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Q10. To what extent are disabled people at risk of being negatively affected by the COVID-19 recession compared to non-disabled people?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Disabled people are much more at risk	120 24%	41 25%	67 24%	52 21%	68 27%	94 22%	12 35%	9 44%	5 32%	105 24%	12 29%	3 21%	93 24%	15 25%	6 19%	2 16%	2 34%	2 21%
Disabled people are a bit more at risk	126 25%	48 29%	68 24%	59 24%	64 26%	117 27%	3 10%	2 12%	3 20%	108 24%	9 23%	8 55%	92 24%	15 25%	9 30%	7 44%	* 6%	3 29%
Disabled and non-disabled people no more nor less at risk than each other	137 27%	40 24%	84 30%	72 29%	65 26%	111 26%	14 39%	7 35%	5 36%	125 28%	10 26%	1 9%	106 28%	20 33%	6 21%	1 10%	1 11%	3 26%
Non-disabled people are a bit more at risk	10 2%	8 5%	1 *	5 2%	4 2%	9 2%	- -	- -	1 4%	9 2%	1 3%	- -	3 1%	2 3%	4 13%	* 3%	* 6%	* 3%
Non-disabled people are much more at risk	4 1%	3 2%	1 *	3 1%	2 1%	4 1%	- -	- -	- -	4 1%	1 1%	- -	3 1%	1 1%	- -	1 7%	- -	- -
Don't know	67 13%	15 9%	46 16%	32 13%	35 14%	61 14%	5 13%	1 5%	1 8%	62 14%	3 8%	2 12%	57 15%	3 5%	3 10%	2 14%	1 22%	1 9%
I don't believe anyone is at risk of being negatively affected by the recession	38 8%	11 7%	17 6%	25 10%	14 5%	36 8%	1 3%	1 4%	- -	33 7%	4 10%	1 3%	28 7%	5 8%	2 6%	1 6%	1 21%	1 12%
Net: Disabled people are more at risk	246 49%	89 54%	135 48%	111 45%	132 53%	211 49%	16 45%	11 56%	8 52%	214 48%	21 52%	11 75%	185 49%	30 50%	15 49%	9 60%	2 39%	5 50%
Net: Non disabled people are more at risk	14 3%	11 7%	3 1%	8 3%	6 2%	13 3%	- -	- -	1 4%	12 3%	2 4%	- -	5 1%	3 4%	4 13%	1 10%	* 6%	* 3%

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Q11. What are your greatest concerns for staff at your organisation over the next 12 months?

BASE: All respondents

	Employ any disabled people		Gender		Region				Sector			Size						
	Total	Yes	No	Male	Female	England	Scotland	Wales	Northern Ireland	Private	Public	Third	1-4	5-9	10-19	20-49	50-99	100+
Significance Level: 95%		a	b	a	b	a	b	*c	*d	a	b	*c	a	b	c	*d	*e	f
Unweighted Total	502	205	245	254	246	429	36	22	15	445	43	14	288	86	46	27	17	38
Total	502	166	283	248	252	432	35	20	15	447	40	15	382	60	30	15	5	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Their mental health and wellbeing	205 41%	68 41%	111 39%	89 36%	116 46% a	177 41%	19 53%	8 37%	2 16%	180 40%	15 38%	9 62%	162 42% c	21 36%	7 23%	7 44%	2 33%	7 69% abc
Their physical health	196 39%	69 41%	112 40%	99 40%	97 38%	171 40%	11 32%	10 48%	5 31%	171 38%	14 36%	11 70%	148 39%	25 41%	11 38%	7 47%	1 28%	4 35%
Their job security	188 37%	52 32%	115 41% a	93 37%	95 38%	158 37%	14 41%	11 53%	5 36%	169 38%	12 30%	7 45%	143 38%	22 36%	12 41%	5 36%	1 28%	4 39%
Their financial stability	172 34%	51 31%	101 36%	85 34%	87 35%	145 34%	12 33%	11 55%	5 31%	153 34%	13 33%	6 43%	136 36%	17 28%	11 35%	4 27%	1 22%	4 41%
Their motivation at work	75 15%	32 19% b	34 12%	34 14%	41 16%	65 15%	6 18%	2 10%	1 8%	61 14%	11 28% a	2 17%	51 13%	8 14%	8 26% a	4 29%	1 28%	2 17%
Their future career prospects	73 14%	33 20% b	31 11%	39 16%	33 13%	56 13%	5 13%	7 33%	6 39%	66 15%	4 11%	2 14%	55 14%	8 13%	6 19%	2 16%	1 17%	1 9%
Their physical working environment	60 12%	30 18% b	25 9%	31 12%	29 12%	53 12%	3 10%	2 9%	2 13%	53 12%	6 15%	2 11%	33 9%	12 19% a	10 33% a	3 19%	1 17%	2 21% a
Their ability to be productive at work	54 11%	18 11%	29 10%	27 11%	27 11%	43 10%	5 15%	4 19%	2 12%	49 11%	4 11%	* 2%	34 9%	9 16%	6 21% a	1 10%	1 17%	2 19%
Their training and development	53 11%	28 17% b	19 7%	22 9%	31 12%	46 11%	5 14%	2 12%	- -	46 10%	6 14%	2 12%	32 8%	9 16% a	6 20% a	3 19%	1 23%	2 21% a
Other	1 *	1 1%	- -	* *	1 *	1 *	- -	- -	- -	1 *	- -	- -	- -	1 1%	- -	* 3%	- -	- -
I don't have any concerns	78 16%	10 6%	57 20% a	44 18%	34 14%	68 16%	5 13%	1 6%	4 23%	76 17% b	1 2%	1 3%	72 19% bcf	3 6%	1 4%	- -	1 21%	- -