






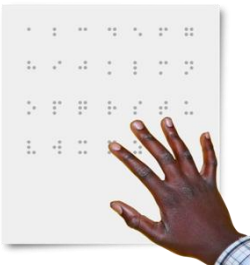
**Senedd Cymru  
Welsh Parliament**



**Anything's Achievable  
with the Right Support:**

**Tackling the Disability  
Employment Gap**

# Contents

	Page
	Introduction 3
	About this report 4
	Our approach 5
	How we wrote this report 6
	The Equality Act 7
	Our 7 recommendations 8
	Advice and support 16
	Other formats 17

# Introduction

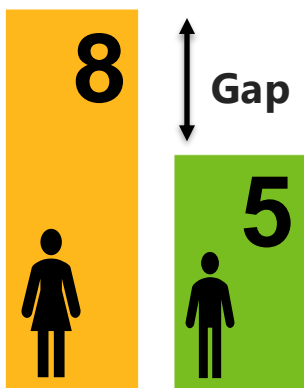


The **Equality and Social Justice Committee** have been learning about the **Disability Employment Gap**.

This is the difference between:



- the employment rate of people who are not disabled and...
- the employment rate of disabled people



For example, if **8 in 10** people who are not disabled work, and **5 in 10** disabled people work, the difference is **3** people. So, the **gap** would be **30%**

**We think the gap in Wales is 31%.**

# About this report



This is the Easy Read version of a much longer report.



It tells you about the **7 recommendations** in the full report.



A recommendation is something that the Committee thinks the Welsh Government should do, to close the employment gap.



We think these recommendations will help more disabled people to work.

# Our approach

We believe that:



- People are disabled by society.  
For example, by people's attitudes, inaccessible buildings, or lack of support.



- The United Nations Convention on the Rights of Disabled People should be part of Welsh Law.



- Work can be good for people.  
For example, having more money and making friends.



- People should **not** be forced to work.  
We want to improve things so that more people can work, if they are able to.

# How we wrote this report



The Equality and Social Justice  
Committee listened to:



- disabled people
- charities
- people who write policies
- campaigners
- universities
- support staff



# The Equality Act



The Equality Act says that employers must make **reasonable adjustments**, to help people to work.



**Reasonable adjustments** are things that employers can do to make work possible for disabled people.

For example: ramps, special computer software and flexible working hours.



- **1 in 4** disabled people say that employers have not made reasonable adjustments.
- **1 in 5** employers were unwilling to make adaptations for people with visual impairments.

# Our Recommendations

Our 7 recommendations are about:



**1. Support to work**

**2. Business Wales**



**3. Disability Employment Champions**

**4. Disability Confident Scheme**



**5. Public sector organisations**

**6. Flexible support schemes**



**7. Disability Disparity Units**

# Recommendation 1



People who can work, and want to work, should get the support they need.

The Welsh Government should:



- finish the work of the Disability Rights Taskforce by May 2025

- use the [Locked Out report](#) to change policies by May 2025



- publish the Disability Rights Action Plan by May 2025



- put the UN Convention on the Rights of Disabled People into Welsh law by April 2026



## Recommendation 2:

**Disabled people are not getting the support and rights they are entitled to.**

Busnes Cymru | Business Wales

Look at how **Business Wales** supports businesses to employ more disabled people.



The Welsh Government should review:

- the advice and guidance that is available
- how advice is shared with employers
- how businesses get support



The review should be finished by **July 2025.**



## Recommendation 3:

**Do the Disability Employment Champions help people to get work?**



The Welsh Government should set targets to measure the progress Champions make. For example:



- the number of times they speak to employers
- how many people get jobs because of the Champions' work
- changes to the way employers hire and keep staff



This should be done by July 2025.

**Measure progress every year.**

## Recommendation 4:



Improve the Disability Confident scheme.

The Welsh Government should find ways to:



- make the scheme more effective
- help people to trust the scheme



If it cannot be improved, think about creating a new Welsh scheme.

It must be respected by employers and employees.

Tell us what has happened by **December 2025.**



## Recommendation 5:



The government, councils and NHS organisations are employers.

They can do more to close the Disability Employment Gap.

The Welsh Government should make sure that these organisations:



- have updated their policies to match the new Disability Action Plan



- aim to become Disability Confident Leaders



- have made plans to close their disability employment gap

This should be done by the end of 2025.

## Recommendation 6:



**Schemes that are supposed to help disabled people can be inflexible. People miss out on opportunities to work.**

The Welsh government should:



- make support programmes more flexible



- raise the age limit for schemes like Jobs Growth Wales+



This will help disabled young people to get support when they need it.

## Recommendation 7:



The Disability Disparity Units collect information about disability. This is important for writing policies.

The Welsh Government should:



- make sure that the Disability Disparity Evidence Unit works with disability rights organisations



- find out about any problems or gaps in the information that the unit collects



- tell us about the work that will be done, by May 2025.

# Advice and support



Here is a link to more information about support for disabled people:



<https://research.senedd.wales/research-articles/support-for-disabled-people-a-guide-for-constituents/>

There is a link to a **Constituency Guide**.

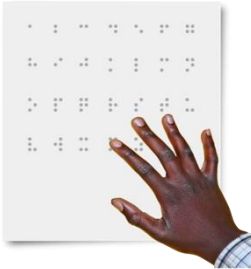
It has information about:



- employment support
- financial advice
- organisations who can help

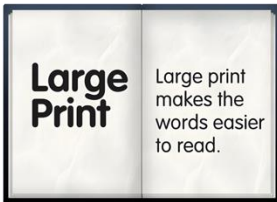


# Other formats



You can get this report in other formats:

- full report
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To ask for a different format, contact us:



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