

Jane Hutt AS/MS

Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y
Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref JH/PO/655/25

Jenny Rathbone MS
Chair of the Equality and Social Justice Committee
Welsh Parliament

16 December 2025

Dear Jenny

In your report “Anything’s Achievable with the Right Support: Tackling the Disability Employment Gap” you asked the Welsh Government to report back to the Committee setting out its progress in delivering Recommendation 4, copied below for reference.

*Rec 4: The Welsh Government must seek urgent changes to the Disability Confident Scheme which address the concerns regarding the general effectiveness and levels of trust in the Scheme, particularly at Levels 1 and 2. The Welsh Government should, by the end of **April 2025**, set out in detail:*

- *what improvements it would like to see made to the Disability Confident Scheme (including its accreditation arrangements);*
- *how it intends to secure these changes; and*
- *a timeline by which we can expect the improvements to be implemented.*

Should the Welsh Government fail to secure the necessary changes to the Disability Confident Scheme within existing structures, then it should give full consideration to developing a new, ambitious Welsh kitemark which commands the respect of employers and employees in Wales.

The Welsh Government should report back on progress with this recommendation by December 2025.

Since the publication of your report, we have taken forward a number of actions.

In **June** our Equality, Race, and Disability Evidence Units worked with the Disability Rights Taskforce to co-produce research into the Disability Confident Scheme. A copy of the research report can be found here: [Research exploring ways to improve the Disability Confident Employer Scheme in Wales | GOV.WALES](#)

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Officials, including the team of Disabled People's Employment Champions, have established an effective working relationship with DWP officials who are responsible for the policy and delivery of the Disability Confident scheme. In **August**, we provided feedback to the DWP on the improvements we believe are needed to make the scheme more robust and effective, drawing on the evidence provided by the research. In addition, we worked with the DWP to ensure Welsh stakeholders were consulted on the proposed reforms to Disability Confident.

DWP officials regularly attend the Welsh Government's Disabled People's Employment Working Group at which they provide updates on the scheme and hear directly from Welsh stakeholders.

In **September**, I wrote to every devolved public sector body and local authority in Wales encouraging them to take steps to become a Disability Confident 'Leader' and set a timeframe for achieving it. This has resulted in several organisations contacting our Disabled People's Employment Champions for support.

This month, we published our Disabled People's Rights Plan. As you are aware, this is informed by a set of recommendations co-produced with our Disability Rights Taskforce. It sets out our ambition for a Wales where disabled people can enjoy equitable rights, inclusion and participation, and includes further actions to encourage more employers to adopt Disability Confident leader status.

In **January** 2026, we will hold the inaugural meeting of our Disability Confident Leaders Forum for Wales. The Forum will bring together Welsh employers who have achieved leader status, encourage them to share best practice and work with other employers in their community, region or sector to champion Disability Confident leader status.

I trust this update provides the Committee with an overview of the steps we are taking to improve the reach and impact of the Disability Confident scheme in Wales.

Yours sincerely

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a large initial 'J' and a distinct 'H'.

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