






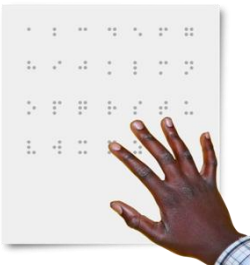
**Senedd Cymru
Welsh Parliament**



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

**Tackling the Disability
Employment Gap**

Contents

	Page
	Introduction 3
	Employment gap map 4
	About this report 5
	Our approach 6
	How we wrote this report 7
	The Equality Act 8
	Our 7 recommendations 9
	Advice and support 17
	Other formats 18

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%.

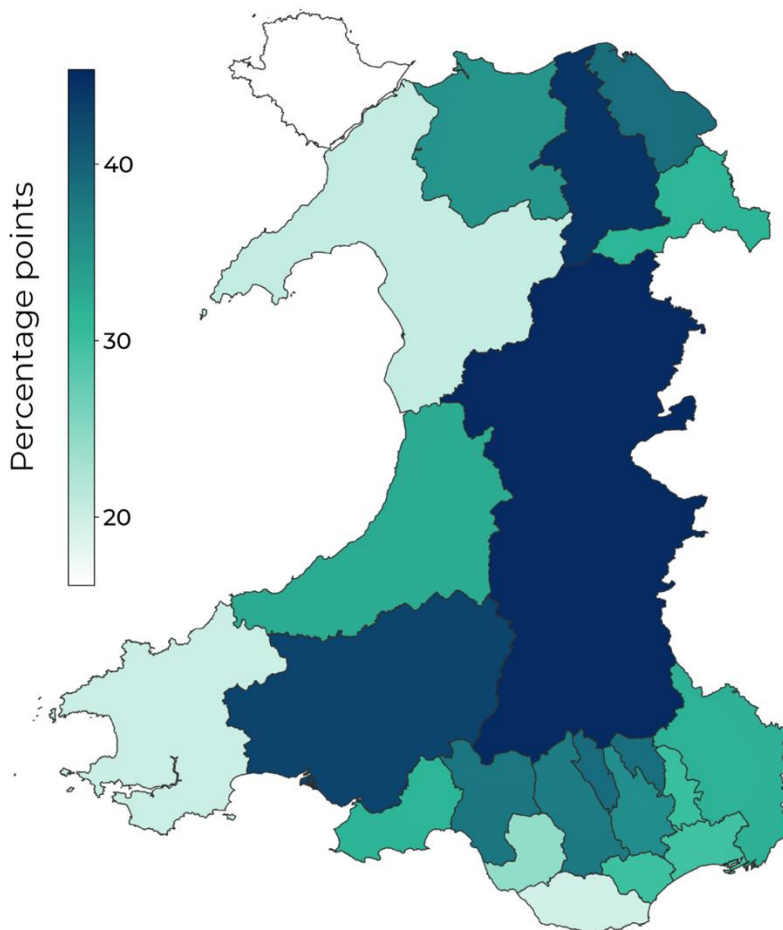
Employment Gap Map

This is a map of Wales.

It shows each local authority area.

Dark colours show a big disability employment gap.

- **Powys** has the biggest gap.
- **Anglesey** has the smallest.



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**.

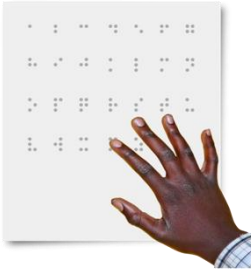
It has information about:



- employment support
- financial advice
- organisations who can help

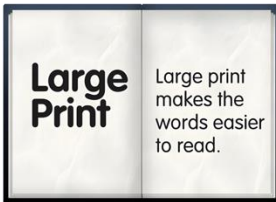


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