

Survey

Disabled people's experiences in work

We want to hear from you



This document was written by **Golley Slater**. It is an easy read version of 'Disabled people's experiences in employment and training survey'.

April 2025

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Introduction



We are Golley Slater. We are a business that specialises in research, marketing, and communications.



Welsh Government asked us to research disabled people's experiences of:

- education,
- training,
- and employment.



We are running surveys, focus groups and interviews to find out about people's experiences.



We will write a report about what we learn. This will include recommendations for Welsh Government, to help improve policies and ways of working.

About this survey



We want to hear **your** views and experiences of work.



We will keep your information and answers private and safe.



For more information about this work contact Paula Torres Moneu:

Email: pmoneu@golleyslater.co.uk



Thank you for taking the time to do this survey and share your views.



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About the questions



The questions in this survey about your experience in work.



The questions follow the social model of disability. This is a way of thinking about and understanding disability.



The Social Model of Disability says that the way society works can stop disabled people from doing things non-disabled people do.



A person is not disabled by their impairment or difference. A person is disabled by things in our society.

The questions talk about:



- **Barriers** - something that stops people from being able to do something.



- **Disability** – disability happens when barriers stop people with impairments from taking part like others can.



- **Impairment** – injury, illness, health condition or **neurodivergence**. **Neurodivergence** means that a person's brain works differently. It includes things like learning disability, ADHD and autism.



There are 24 questions:

- On pages 7 to 16 there are 9 questions about you.
- On pages 17 to 26 there are 10 questions about your experience in work.
- On pages 27 to 33 there are 5 questions about making things better.

Questions about you



These questions will help us understand if different groups of people have different experiences.



You do not have to answer these questions if you do not want to.



Question 1. Are you disabled?

Yes

No

I prefer not to say

Question 2. Do you have any of the impairments or health conditions listed below?



Having an impairment means something stops your body or brain from working well. It could be because you are ill, injured, or have a health condition.



Learning difficulty.



Physical impairment - conditions that affect the way you can use or move your body. This includes things like cerebral palsy, arthritis, hearing loss.



Sensory impairment - conditions that affect your senses – sight, hearing, touch, smell and taste.



Neurodivergent - Neurodivergent means people with brains that work in a different way to others. like Autism and ADHD.



Mental health condition - things like anxiety and depression are mental health conditions.



Other, please say what:



I prefer not to say



Question 3. How old are you?

Under 16 years old

16 to 24 years old

25 to 34 years old

35 to 44 years old

45 to 54 years old

55 to 64 years old

65 years old and over

Question 4. Are you:



Employed full-time

Employed part-time

Self-employed



Unemployed – looking for work

Unemployed – not looking for work



In education or training

Not in education, employment, or training (NEET)

Other, please say what:

Question 5. Are you:



A man



A woman

Non-binary – This is a person whose gender does not match usual ideas of what is male and what is female.

Other, please say what:



I prefer not to say



Question 6. Are you transgender?

Transgender means your gender is not the same as the sex you were thought to be when you were born.

Yes

No

I prefer not to say



Question 7. Do you speak Welsh?

Yes

No

Question 8. What is your sexual orientation?



This means who you are attracted to, for example men, women or both.



Asexual – people who have little or no sexual attraction to others.



Bisexual – people who are attracted to both men and women.



Gay – a man who is attracted to other men.

Lesbian – a woman who is attracted to other women.



Heterosexual or straight – people who are attracted to the opposite sex.



Pansexual – people who are attracted to people of any gender or sex.

Queer – what people call themselves when they feel that words like straight, gay and lesbian do not fit them.



Other, please say what:



I prefer not to say.



Question 9. What is your race or background?

Asian or Asian British

Black, Black British, Caribbean or African

Mixed or multiple ethnic groups

White

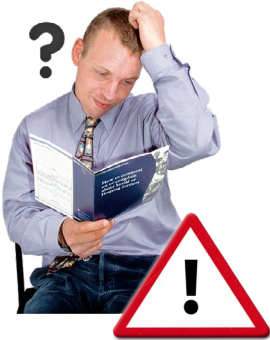
Other ethnic group. Please say what:



I prefer not to say

Questions about your experience in work

Question 10. Have you ever faced any barriers at work, or when trying to get a job?



A barrier is anything that has made work or finding work more difficult for you because of disability. For example:

- People judging you because of your condition or impairment.
- Job adverts and forms that are hard to understand or fill in.
- Buildings that you cannot get into or move around in.



Yes

No

I don't know

Question 11. If you said yes to question 10, what barriers have you faced?



Unfair job requirements – this means you cannot meet the skills, experiences and qualities the job asks for because of things like your age, race, gender, or disability.



The application or interview process was unfair.



The buildings were not accessible – for example, because there were no wheelchair ramp, handrails or accessible toilets.



They did not provide **reasonable adjustments**. **Reasonable adjustments** are changes made so that disabled people can do things like everyone else. For example, providing support. Or giving information in easy read.



Training and development opportunities were not good enough.



You were treated unfairly because of your impairment.



They did not provide good enough support services.



They did not understand disability.



You were not given enough responsibility.



You did not get promotions or chances to do more because of your impairment.



You lost your job because of your impairment.



Other, please say what:



I prefer not to say.



Question 12. Has your impairment made it easier, harder or made no difference when:

- Finding out about jobs
 - Applying for jobs
 - Getting a job
 - Keeping a job
 - Making progress in a job
-

It has made things easier

It has made no difference

It has made things harder

I do not know

This does not apply to me

Question 13. Please read the statements below and tick the box next to the ones you agree with:



I am able to be myself at work.



My employer does not may any effort to understand my impairment.



I am comfortable talking about my impairment with people at work.



My impairment has made it harder to achieve my goals in work.



My workplace has been helpful and supportive about my impairment.



Question 14. Do you think your most recent employers understanding of disability was:



Excellent



Good



Fair



Poor



Very poor



This does not apply to me

Question 15. Have you experienced any of the following things at work?



Being left out of meeting or projects because of your impairment.



Being made fun of, talked about or people have made comments because of your impairment.



The people you work with did not understand disability.

Your managers did not understand disability.



None of the above.

This does not apply to me.



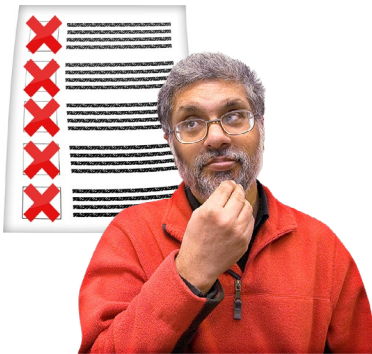
Question 16. Have you ever been treated unfairly at work, or when applying for a job?

Yes

No

I don't know

This does not apply to me



Question 17. How many times do you feel you have been treating unfairly at work, or when applying for work?

Once

2 to 3 times

4 to 5 times

6 to 10 times

Over 10 times

I don't know or I can't remember



Question 18. When were you last treated unfairly at work?

It was within the last 12 months

In the last 1 to 3 years

In the last 4 to 10 years

In the last 11 to 20 years

Over 20 years ago

I don't know or I can't remember



Question 19. The last time you were treated unfairly at work, what happened?

Questions about what could makes things better



Question 20. What impact has unfair treatment in work had on your confidence?



It has had a very big, bad impact on my confidence.



It has had a bit of a bad impact on my confidence.



It has not impacted my confidence.



It has made me slightly more confident.



It has made me much more confident.



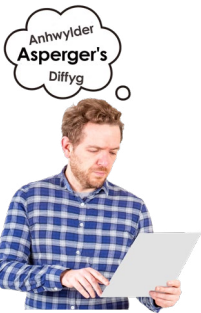
Question 21. Could any of the things below help deal with unfair treatment of disabled people in work or training?

Please tick all the things you think could help:



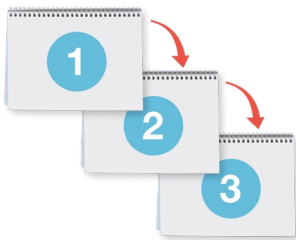
Better disability training for staff and students.

Managers working to make sure disabled people are included.



Using the right words and language to talk about disability.

Creating safe spaces. And not allowing any form of unfair treatment or bullying.



Having clear ways for dealing with unfair treatment and bullying behaviours.



Clear information so people know what to do or who to speak to if they are treated unfairly.

Making sure people know their needs and concerns will always be listened to.



Government taking more action to stop people being treated unfairly.

Employers doing more when people are treated unfairly.



Making sure everyone understands disability and impairments.

Showing more people with impairments in adverts and information.



None of these.



I don't know.

Other, please say what:



Question 22. Have you heard of any of the support programmes listed below?

Please tick all the ones you have heard of:



Access to Work

Apprenticeships

Big Ideas

Careers Wales

Communities for Work Plus (CfW+)

Job Centre Plus

Jobs Growth Wales Plus (JGW+)

ReAct +

Working Wales

Young Person's Guarantee

None of these

Not sure





Question 23. How would you like to get information about work and training?

Places like Careers Wales and Working Wales



Teachers, lecturers, and trainers

Careers advisor



Websites about careers and jobs, like Indeed

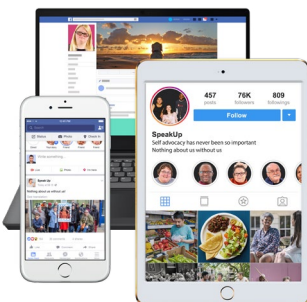
School, college, university or other education and training place

Family and friends



Jobcentre Plus

My employer



Online forums

Social media



Training providers



Other, please say what:



I am not interested in information on work or skills training



I don't know



Question 24. Do you trust the advice from the following people or organisations?

Please tick the ones you trust:

Business and employers

My local council

Friends and family

Media or news channels

People on social media

School, college, university

Community groups

Welsh Government

Careers Wales, Working Wales or Jobcentre Plus

Disabled people

Charities and organisations. Like Mind Cymru, Disability Wales, Mencap Cymru