

Survey

Disabled people's experiences in training and education

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

Contents

Introduction	3
About this survey.....	4
About the questions	5
Questions about you.....	7
Questions about your experience in training.....	17
Questions about what could makes things better	25

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 education and training.



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 are about your experience in education and training.



The questions in this survey 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 22 questions:

- On pages 7 to 16 there are 9 questions about you.
- On pages 17 to 24 there are 8 questions about your experience of education and training.
- On pages 25 to 31 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 training and education



Question 10. Have you ever faced any barriers when on training, or trying to get training?

Yes

No

I don't know

Question 11. If you said yes to questions 16, what barriers have you faced?



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



You were treated unfairly because of your impairment.



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.



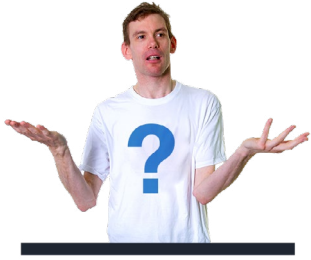
They did not provide good enough support services.



They did not understand disability.



The way you applied for training or education was unfair.



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 training or education**
 - **Getting training or education**
 - **Finishing a training course**
-
-

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 can be myself when I'm in training.



My training provider does not make any effort to understand my impairment.



I am comfortable talking about my impairment with other people in training or in education.



My impairment has made it harder to achieve my training goals.



My training provider has been helpful and supportive about my impairment.



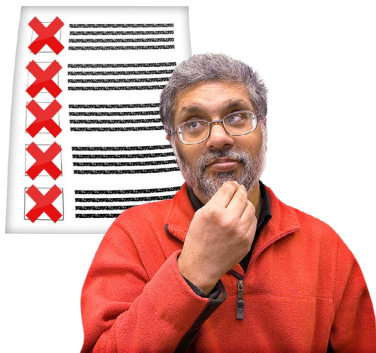
Question 14. Have you ever been treated unfairly in training or when applying for training?

Yes

No

I don't know

This does not apply to me



Question 15. How many times do you feel you have been treated unfairly in training, or when applying for training?

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 16. When were you last treated unfairly in training?

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 17. The last time you were treated unfairly in training, what happened?

Questions about what could makes things better



Question 18. What impact has unfair treatment in training 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.



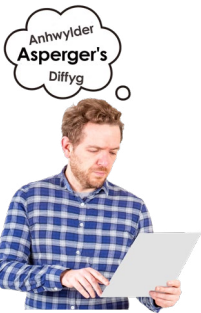
Question 19. Could any of the things below help deal with unfair treatment of disabled people in education and training?

Please tick all the things you think could help:



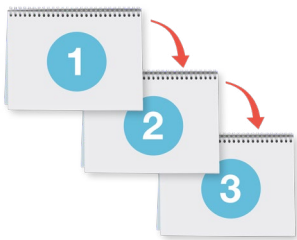
Better disability training for staff, and students.

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.



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.

Training providers 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 20. 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 21. 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.

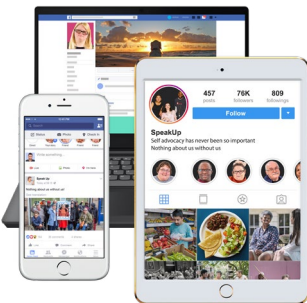
School, college, university or other education and training place



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 22. 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