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Barriers to employment for disabled people: Survey of SME employers

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Barriers to employment for disabled people: Survey of SME employers

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Views expressed in this report are those of the researcher and not necessarily those of the Welsh Government

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Glossary

Small-medium enterprise businesses (SME)

SMEs are defined as businesses with up to 250 employees (full or part-time).

Lower financial turnover

This refers to those businesses who turnover under £100k a year.

Medium financial turnover

This refers to those businesses who turnover between £101k to £500k a year.

High financial turnover

This refers to those businesses who turnover over £501k a year.

Introduction and background

In line with the [Equality, Race, and Disability Evidence Units Priorities 2022 to 2027](#), the Welsh Government's Disability Disparity Evidence Unit (DDEU) is conducting a programme of research into the barriers to employment faced by disabled people in Wales. As part of this programme of work, the DDEU commissioned a set of questions regarding the employment of disabled people in small to medium enterprises (SMEs) in the Spring 2025 Business Omnibus Survey administered by Beaufort Research.

The purpose of this research is to explore the perceptions of owners and senior managers within SMEs in Wales regarding the employment of disabled people and to gauge their awareness of relevant policy and legislation. This evidence may be used to inform decisions and interventions that address the barriers to employment facing disabled people to help shape a fairer and more accessible Wales for all.

Findings are set out in four broad sections. The first section aims to assess the number of disabled people currently employed within different types of SMEs across Wales and to gauge employers' awareness and understanding of both the Social Model of Disability and the Equality Act 2010. This is followed by a section exploring how employers view the accessibility and inclusivity of their organisation's current practices regarding recruitment, ways of working, and opportunities for progression.

In its third section, the report covers employers' opinions regarding the employment of disabled people, including the benefits of an inclusive workforce and any perceived challenges. The final section then looks to measure awareness and uptake of current support schemes offered by the Welsh Government, and to determine what further support could be provided to SME employers in Wales.

Context

As of March 2025, [the employment rate for disabled people in Wales was 52.7%](#), compared to 81.9% for non-disabled people. This equates to a Disability Employment Gap (DEG) in Wales of 29.1% which, despite being an improvement on previous years, [has remained consistently higher than the overall UK for more than 10 years](#). Further to this, disabled people in Wales continue to be paid less than non-disabled people for their employment. [A recent analysis of Annual Population Survey data](#) shows a sustained pay gap in Wales, with disabled people being paid £1.18 less per hour on average compared to non-disabled people.

These figures serve to highlight deeper issues regarding the range of adverse outcomes and persistent barriers to employment faced by disabled people in Wales. In 2021, [Locked out: liberating disabled people's lives and rights in Wales beyond COVID-19](#) presented evidence that disabled people across the country were disproportionately affected by the Covid-19 pandemic due to being employed within

roles and industries that were both at a higher risk of Covid-19 and more likely to be impacted by response measures put in place by the Welsh and UK governments.

The report also pointed to a number of barriers that may have been exacerbated by the pandemic, which had the potential to negatively impact the future employment prospects and career ambitions of disabled people. This included evidence to suggest that disabled people's confidence had been undermined by the pandemic, that certain employers were less likely to employ a disabled person, and that some disabled people had found it difficult to secure appropriate reasonable adjustments through their employers and government support schemes.

Since the pandemic, research has shown that disabled people have continued to face barriers to employment across both Wales and the UK. As part of a [committee inquiry into disability and employment](#), Senedd researchers found that, as of 2024, disabled people in Wales were still facing barriers related to inaccessible application processes, poor disability awareness among employers and support services, limited opportunities for paid work, difficulties accessing reasonable adjustments, and restrictive benefit entitlement and support programmes.

As part of a wider programme of work, this report further explores some of these barriers with SME employers, who account for [just under two-thirds \(62.3%\) of all employment in Wales](#). The research contributes to the evidence base around barriers to employment and their causes by examining employer perceptions, understanding, and awareness of disability related issues, and observing how these differ between the diverse make up of SMEs in Wales.

Methodology

The Welsh Government commissioned a set of 25 questions relating to the employment of disabled people on the Spring 2025 Business Omnibus Survey administered by Beaufort Research. The survey comprised telephone interviews with a sample of senior decision makers from small to medium enterprises (SMEs) across Wales, with quotas for region, business activity, and size of business

Fieldwork for the survey was conducted between 10 February 2025 and 14 March 2025, with 503 interviews undertaken by Beaufort fieldworkers using computer aided telephone interviewing (CATI) technology.

Questions were developed between Beaufort Research and the Welsh Government's Disability Disparity Evidence Unit. While cognitive testing was not undertaken, certain questions were aligned to previous research instruments such as the 'SHELL' survey, where possible. Question content and terminology was informed both by the Social Model of Disability and UK government definitions for relevant policy and legislation, such as [positive action in the workplace](#).

The sampling framework was derived from a database provided by the firm [Market Location](#). Each business was randomly selected from this database and contacted. This was to ensure a representative and proportional sample of organisations from different regions, business activity types, and sizes across Wales.

To further improve representativeness, a weighting matrix was applied after data collection to adjust for any minor discrepancies between the achieved sample and the actual SME population in Wales. A 24-cell weighting matrix was used to align the sample with the population profile, comprising 4 business regions and 6 business activity groups as outlined below.

Profile of respondents

The Spring 2025 Business Omnibus Survey achieved a sample of 503 small-to-medium enterprises (SMEs) across Wales. SMEs are defined as 'businesses with up to 250 employees (full-time or part-time) at the location contacted'. Respondents were senior members of staff, defined by the survey administrator as 'the Manager, Proprietor, Owner, Managing Director, or other senior manager present at the time of the interview'.

A breakdown of the sample base by business region and activity is outlined below. Further breakdowns by business size and financial turnover are provided in Annex A.

Table 1. Breakdown of sample by business region

Region	Sample
Mid Wales	17%
North Wales	24%
South East Wales	38%
South West Wales	21%

Base: 503

Categories of business activity were determined using the current [UK Standard Industrial Classification of Economic Activities \(UK SIC 2007\)](#). The sample exclusively comprises private sector organisations and does not include the following UK SIC 2007 sections: public administration/defence, education, health/social work, extra-territorial organisations, and other service activities (except membership organisations). A full breakdown of businesses by activity is shown in Table 2.

Table 2. Breakdown of sample by business activity

Activity	SIC Category	Sample
Hotels, restaurants and other services	I, J (58, 59, 60), R, S (95, 96)	26%
Wholesale and retail	G	22%
Finance, real estate and business activities	J (62, 63), K, L, M, N	17%
Construction, transport and communications	F, H, J (61)	16%
Agriculture, mining and utilities	A, B, D, E	12%
Manufacturing	C	7%

Base: 503

Findings

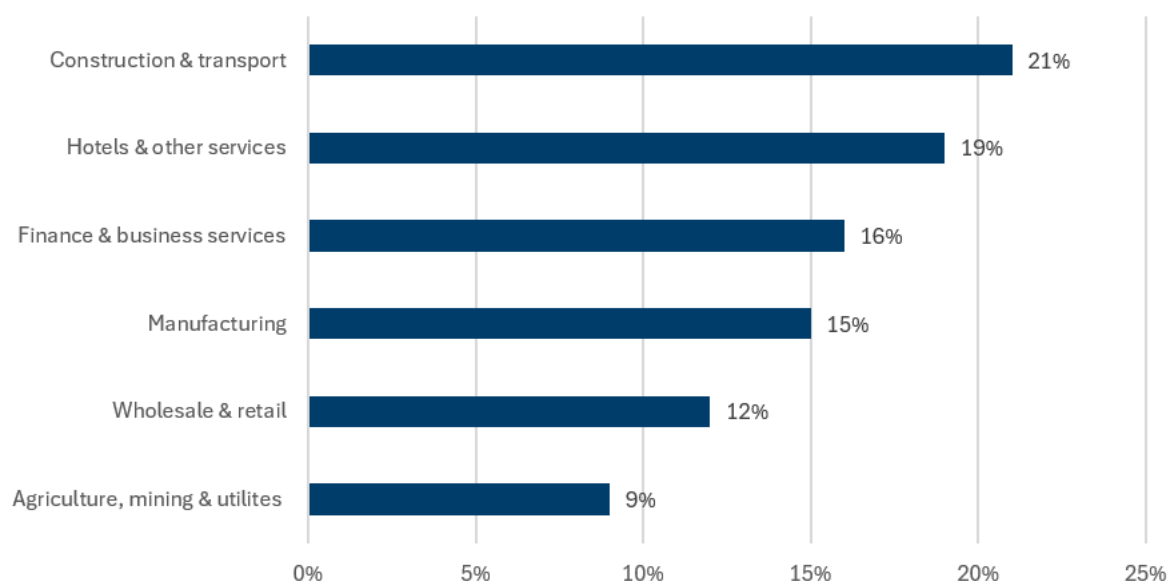
Disabled people currently employed within SMEs

Respondents were asked a series of questions regarding the current employment of disabled people within their organisations.

Among businesses with 2 or more employees (N=391), 16% reported that their company currently employed disabled people. Of these (N=62), around half (53%) employed at least one disabled person in a management, director, or senior official position; and a quarter (25%) reported that an employee had become disabled while employed by their organisation.

While the percentage of SMEs employing disabled people remained broadly consistent across geographic regions, ranging between 14% and 17%, there was considerable variation between different types of business activity. As shown in Figure 1, disabled people were most likely to be employed within 'Construction & Transport' businesses (21%), and least likely to be employed within 'Agriculture, Mining & Utilities' (9%).

Figure 1. Percentage of organisations with 2 or more employees that currently employ disabled people by business activity



Base: 391

Further variation in the proportion of disabled employees was also seen between organisation size and turnover amount. Organisations with 10 or more employees were found to be three times more likely to report employing disabled people (34%) compared to those from organisations with between 2 and 9 employees (11%). Similarly, organisations with a high financial turnover (28%) were twice as likely to employ disabled people than those with lower financial turnovers (15%).

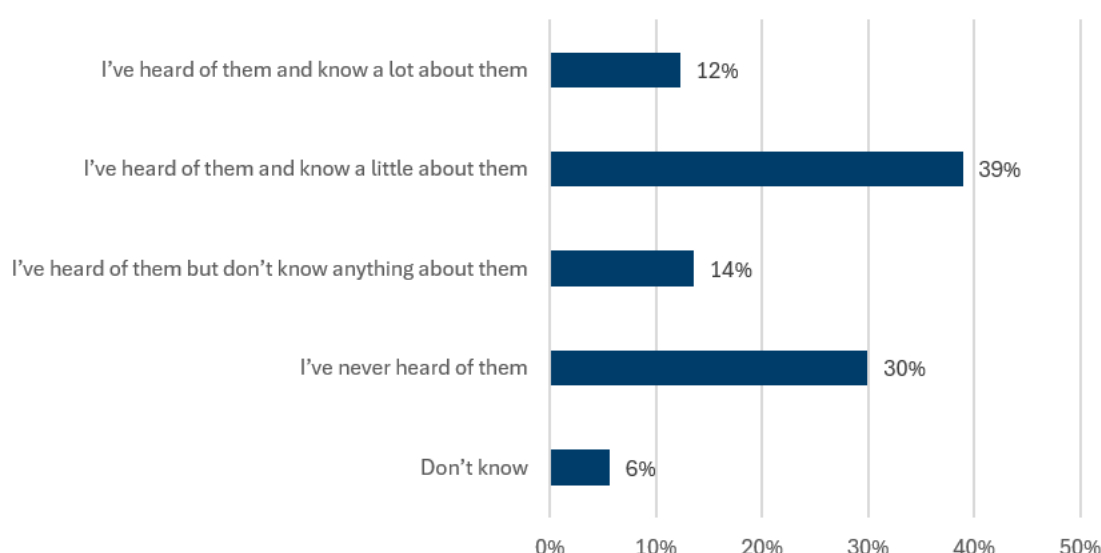
While sole traders were not asked whether they identified as a disabled person, all respondents were asked questions based on the ONS harmonised standards for [lasting long-term health conditions](#) and [activity restriction](#). Of respondents from sole traders (N=112), 23% reported having a long-term health condition or illness and 6% reported that barriers related to these conditions affected their day-to-day activities ‘a lot’.

Equality Act 2010

Respondents were asked questions regarding their awareness and application of the Equality Act 2010 (the Act) and its provisions relating to the employment of disabled people; specifically, reasonable adjustments and positive action.

When asked about their awareness of the Act, 51% of organisations comprising 2 or more employees had heard of it and knew either ‘a little’ or ‘a lot’ about its provisions relating to disabled people, while 30% had not heard about the Act at all. A full breakdown by response can be seen in Figure 2.

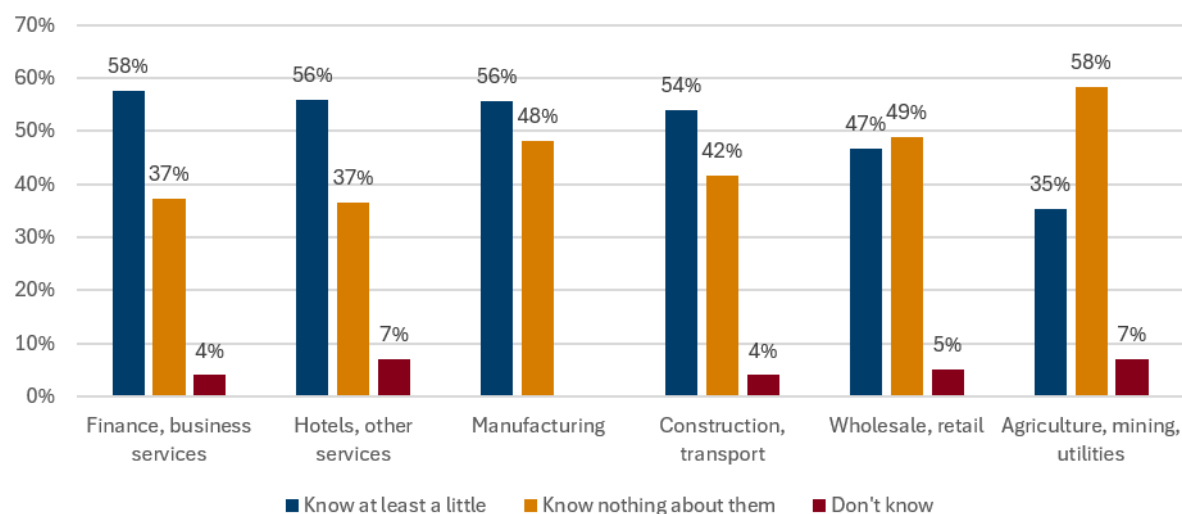
Figure 2. Awareness of disability provisions under the Equality Act 2010



Base: 391

Awareness and knowledge of the Act remained broadly consistent across geographical regions; however, notable variation was shown between different types of business activity. As shown in Figure 3, over 50% of organisations knew at least ‘a little’ about the Act and its provisions across each business activity, except for Agriculture (35%) and Wholesale and Retail (47%).

Figure 3. Awareness of disability provisions under the Equality Act 2010 by business activity [note 1]



Base: 391

Note 1: Due to rounding not all percentages will add to 100%

Awareness of the Act was highest among organisations that currently employed disabled people (N=62), with 80% having heard about the Act and its provisions, compared to 46% of those that did not employ disabled people (N=312). Larger organisations, those employing 10 or more people, were also more likely to be aware of the Act and its provisions (66%); than smaller organisations employing 2 to 9 people (47%).

Following the question on awareness, respondents from organisations that employed at least 2 people were asked whether their organisation had used provisions under the Act, such as reasonable adjustments or positive action for a disabled employee or a job candidate within the last 2 years (N=392). A majority (79%) of businesses had not made any reasonable adjustments as they were either not needed or not requested, with only 1% unable to fulfil a request when received.

Of the 15% that had made reasonable adjustments (N=57), 95 adjustments had been made in total, with changes to working practices most common (63%), followed by adaptations to physical access (51%) and provision of additional equipment or support (46%).

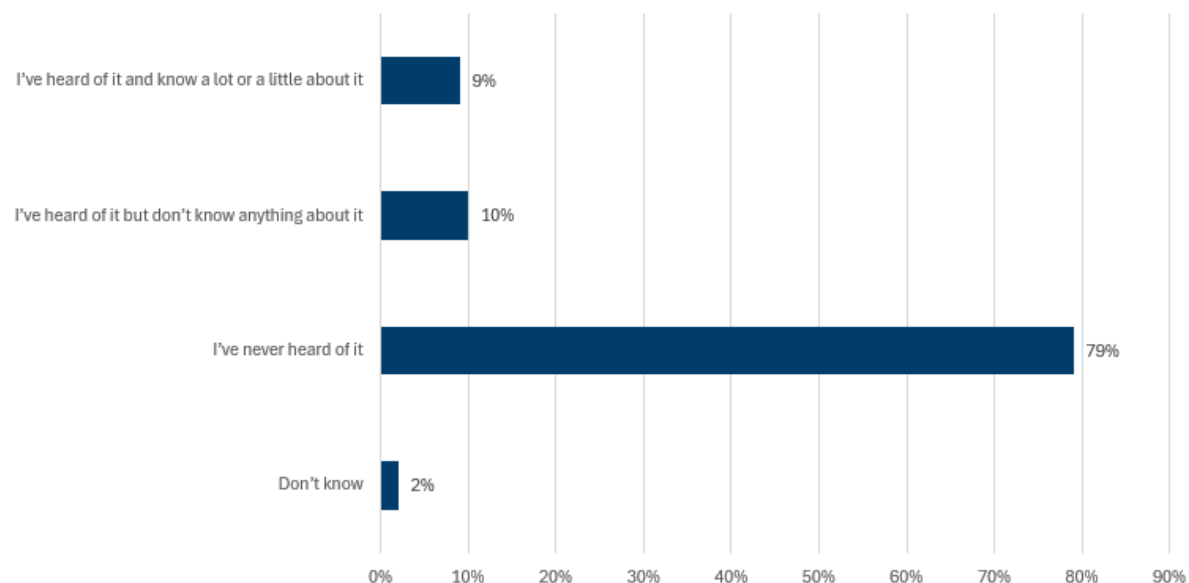
When asked about positive action, only 3% of surveyed businesses had made use of the provision to recruit or promote a disabled employee or candidate.

Social Model of Disability

All respondents (N=503) were asked about their awareness of the Social Model of Disability. Most respondents (79%) were either completely unfamiliar with the concept or had only heard the name, as seen in Figure 4. Of those who had heard of

the Social Model (N=95), one in three (33%) said that their organisation had adopted a Social Model approach.

Figure 4. Awareness of the Social Model of Disability

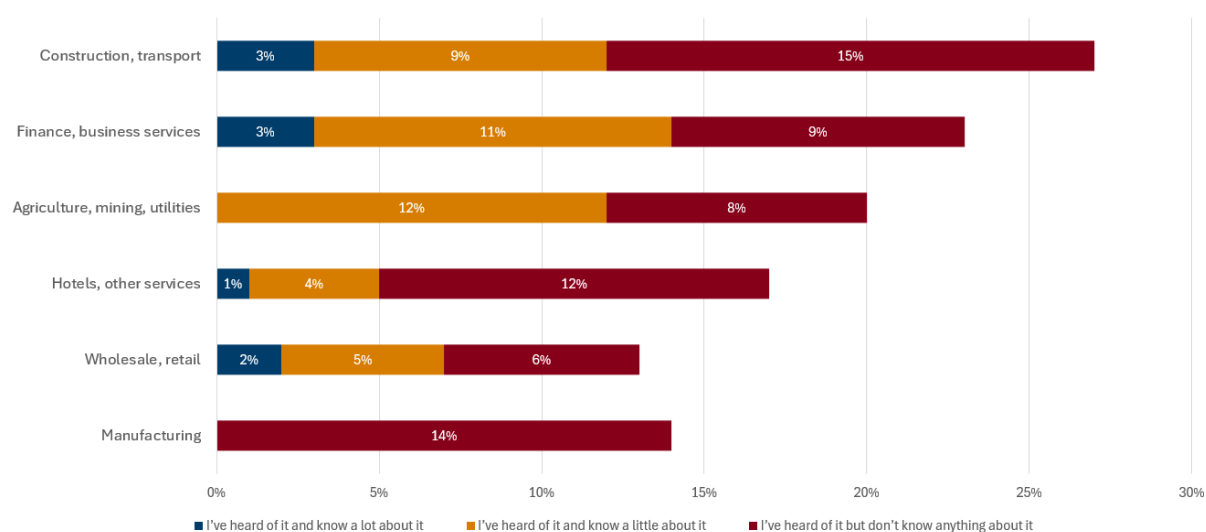


Base: 503

Awareness of the social model was consistent across business regions and size. There was slight variation when considering businesses' financial turnover, as those with a medium financial turnover were more likely to have heard and know at least a 'little' (9%) compared to those with a lower or higher financial turnover, 5% and 8%, respectively.

There were also slight differences in awareness between businesses depending on their activity type. As shown in Figure 5, while awareness was lowest among 'Wholesale & Retail' organisations (14%), no respondents from 'Manufacturing' organisations reported knowing 'a little' or 'a lot' about the Social Model beyond its name

Figure 5. Awareness of the Social Model by business activity type



Base: 503

Current working practices

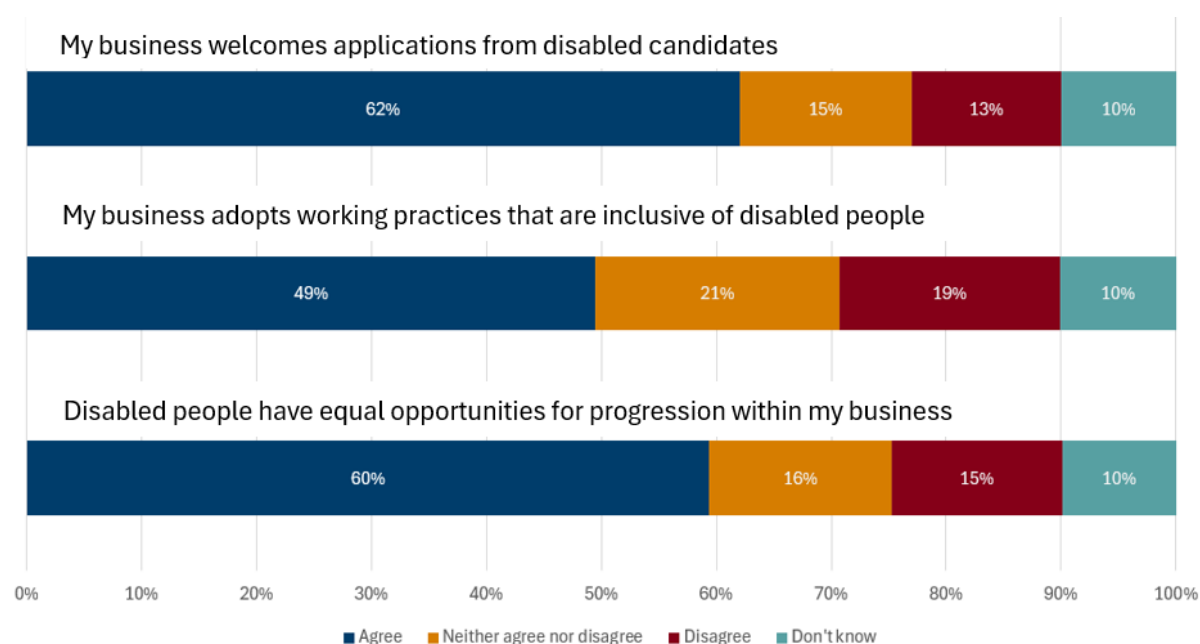
Organisations were asked the extent to which they agreed or disagreed with the following three statements, each relating to how accessible or inclusive they perceived their business to be for disabled employees and candidates:

1. My business welcomes applications from disabled candidates.
2. My business adopts working practices that are inclusive of disabled people.
3. Disabled people have equal opportunities for progression within my business or organisation.

The following findings refer to businesses with 2 or more employees. For the purpose of reporting, 'agree' combines the responses 'agree' and 'strongly agree', while 'disagree' combines the responses 'disagree' and 'strongly disagree'.

As shown in Figure 6, most respondents from businesses with 2 or more employees (N=391) agreed that their organisation welcomed applications from disabled people (62%) and that disabled people had equal opportunities to progress their career (60%). However, agreement amongst these businesses was slightly lower on whether their business currently adopted working practices that are inclusive of disabled people (50%).

Figure 6. Respondent views on the accessibility and inclusivity of their organisation



Base: 391

There was notable variation across the three statements between organisations from different regions in Wales. Businesses in South East Wales (71%) were more likely to agree that their business welcomed applications from disabled people compared to businesses from Mid Wales (44%), South West Wales (58%) and North Wales (65%).

When asked if their business adopted working practices that were inclusive, those based in South Wales were more likely to agree, with 53% agreement from those in South West Wales and 56% in South East. In comparison, businesses in Mid Wales (41%) and North Wales (44%) were less likely to agree.

Over half of the surveyed businesses across Mid Wales (52%), North Wales (57%) and South West Wales (58%) agreed that their business offered equal progression for disabled candidates, however, agreement was notably higher among organisations from South East Wales at 68%.

Table 3. Percentage of organisations that agree with inclusivity statements by region

	Mid Wales	North Wales	South East Wales	South West Wales
My business welcomes applications from disabled candidates	44%	65%	71%	58%
My business adopts working practices that are inclusive of disabled people	41%	44%	56%	53%
Disabled people have equal opportunities for progression within my business or organisation	52%	57%	68%	58%

Base: 391

As shown in Table 4, larger organisations with 10 or more employees were more likely to perceive their business as accessible or inclusive for disabled people across each of the three statements when compared to smaller businesses with 2 to 9 employees.

Agreement among larger organisations was 34 percentage points higher than smaller businesses for welcoming applications from disabled people, 31 percentage points higher for adopting inclusive working practices, and 26 percentage points higher for providing equal opportunities for progression.

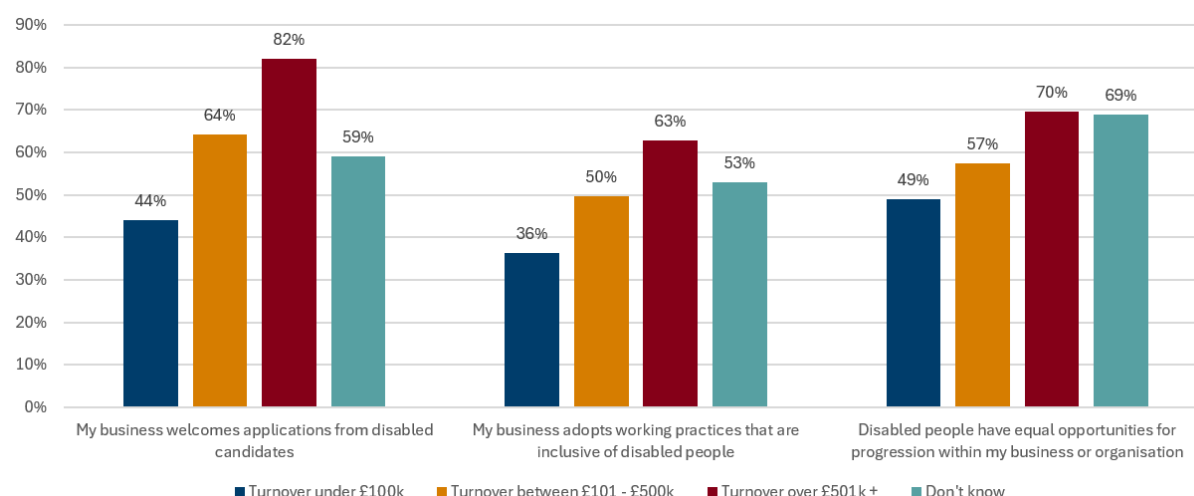
Table 4. Percentage of organisations that agree with inclusivity statements by number of employees

	2 to 9	10 or more
My business welcomes applications from disabled people	55%	89%
My business adopts working practices that are inclusive of disabled people	43%	74%
Disabled people have equal opportunities for progression within my business	55%	81%

Base: 391

A similar pattern can be seen in Figure 7, as businesses with a higher financial turnover were consistently more likely to perceive themselves as inclusive. This was most evident in relation to welcoming applications from disabled candidates, with 82% of high financial turnover organisations agreeing compared to 64% of medium financial turnover and 44% of lower financial turnover organisations.

Figure 7. Percentage of organisations that agree with inclusivity statements by financial turnover



Base: 391

There was generally less variation between organisations of different business activity types, with the exception of 'Agriculture, Mining, and Utilities' organisations, who perceived themselves to be the least inclusive across all three statements. Of these organisations, 38% agreed that their business welcomed applications from disabled people (28 percentage points lower compared to all other businesses), 29% agreed that their business adopted inclusive working practices (23 percentage points lower), and 33% agreed that disabled people had equal opportunities for progression (30 percentage points lower).

Perceptions relating to the employment of disabled people

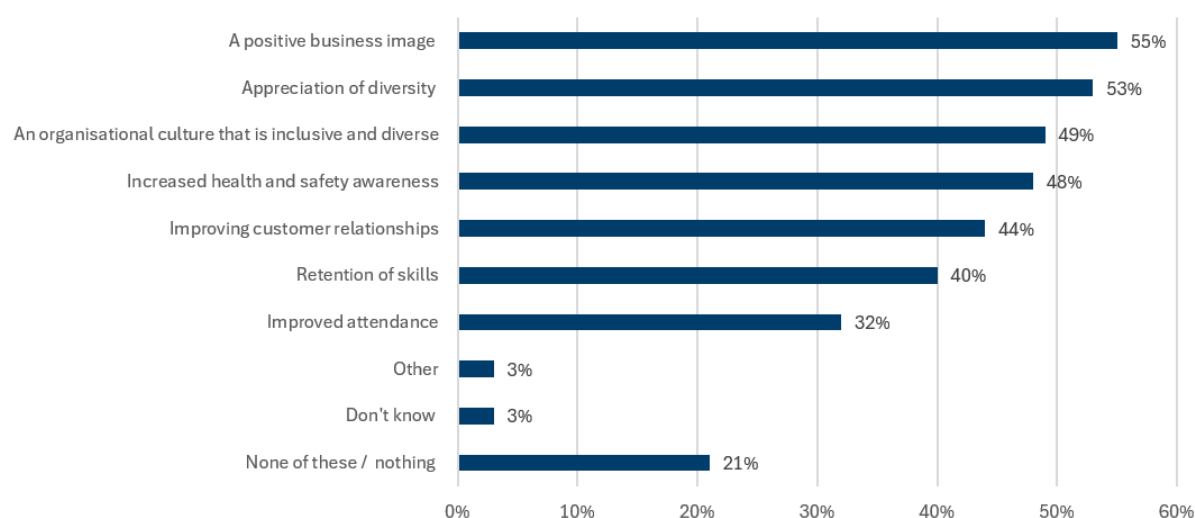
Respondents from organisations comprising two or more employees (N=391) were asked questions relating to the perceived advantages and challenges associated with recruiting disabled employees.

Advantages associated with the employment of disabled people

When asked, without further prompt, about perceived advantages associated with the employment of disabled people, respondents most commonly cited benefits relating to 'equal opportunities' and 'being able to 'recruit the right person for the job' (9%).

When offered additional prompts, based on the responses to previous surveys, respondents were more likely to identify benefits as shown in Figure 8.

Figure 8. Perceived advantages of employing disabled people



Base: 391

From the prompts provided, the benefit most commonly identified was ‘a positive business image’ as an employer that does not discriminate (55%), followed by the benefit of having an ‘appreciation of diversity’, through encouraging wider viewpoints and perspectives (53%). These benefits were consistently among the top 2 identified across all business types, with ‘increased health and safety awareness’ also included as joint highest for ‘Agriculture, Mining and Utilities’ (52%) and joint second highest (51%) for ‘Wholesale and Retail’ organisations.

The least commonly identified benefits overall were ‘improved attendance’ (32%) and ‘retention of skills’ (40%). This was most evident among ‘Finance and Business Services’ organisations, with 19% identifying the former as a benefit and 31% identifying the latter.

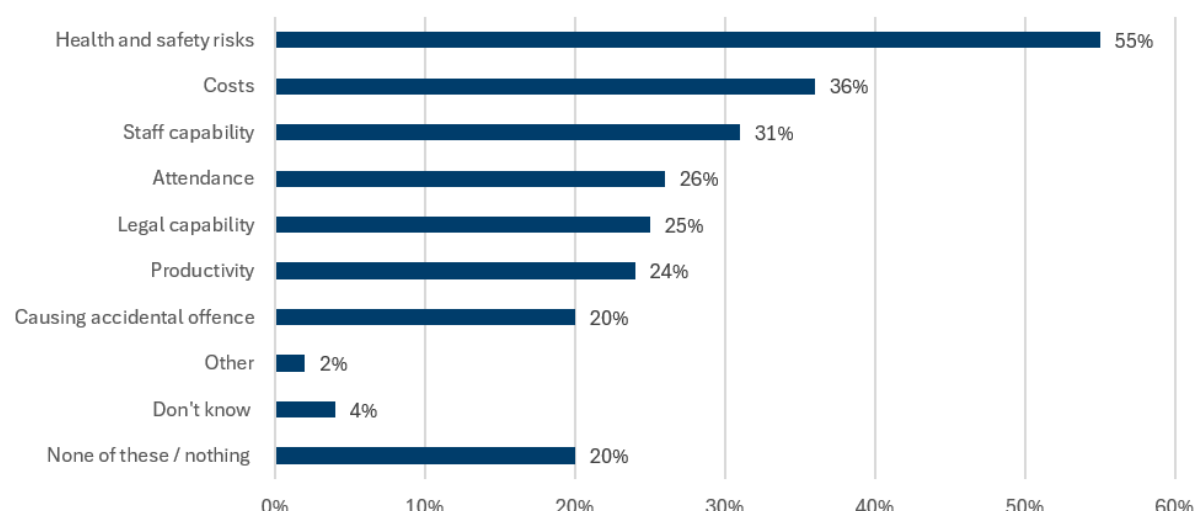
Organisations with 10 or more employees were considerably more likely to identify advantages compared to smaller organisations, with between 2 and 9 employees. When prompted only 6% of participants from larger organisations responded with ‘None or nothing’ compared to 25% of participants from smaller organisations. A similar but less pronounced trend was seen between organisations with different financial turnovers, as businesses with low and medium financial turnover were more likely (51%) to answer ‘None or nothing’ when asked about perceived advantages, compared to those with higher turnovers (12%).

Challenges associated with the employment of disabled people

Another unprompted question asked respondents to consider any challenges their organisations may face in employing disabled people. Respondents were most likely to cite issues relating to the accessibility of the workplace (23%) and physical demands of the job (19%). Other common challenges identified included industry-specific issues (12%) and health and safety risks (6%), while 14% of respondents said that any challenges would depend on the ‘nature of the disability’.

Respondents were asked a second question about perceived challenges, with the follow up question including prompts based on previous research instruments. As shown in Figure 9, more than half of respondents (55%) identified health and safety risks as a potential challenge when prompted, while around a third cited costs associated with accessibility provision or reasonable adjustments (36%) and staff capability (31%).

Figure 9. Perceived challenges of employing disabled people



Base: 391

These top 3 challenges identified were relatively consistent across business activity types, sizes, and financial turnovers, with some exceptions. For business activity type, 'Finance and Business Services' organisations considered 'causing accidental offence' (25%) to be a greater challenge than 'staff capability' (22%), while 'Manufacturing' organisations considered 'attendance' (33%) as a greater challenge than 'costs' (30%). Moreover, organisations with lower financial turnover identified a lack of 'legal capability' within their business as one of their top 3 challenges, equal to 'staff capability' at 32%.

As evident from the above, organisations identifying challenges varied considerably between business activity types. For example, 'Agriculture, Mining, and Utilities' organisations were by far the most likely to identify health and safety as a risk (73%) compared to other organisations. They were also more likely to have identified a challenge, as few chose 'None or nothing' at 12%, similar to those in 'Manufacturing' and 'Finance' at 15% and 16%, respectively. While those in 'Construction' chose 'None or nothing' at 26%, who also reported employing the most disabled people.

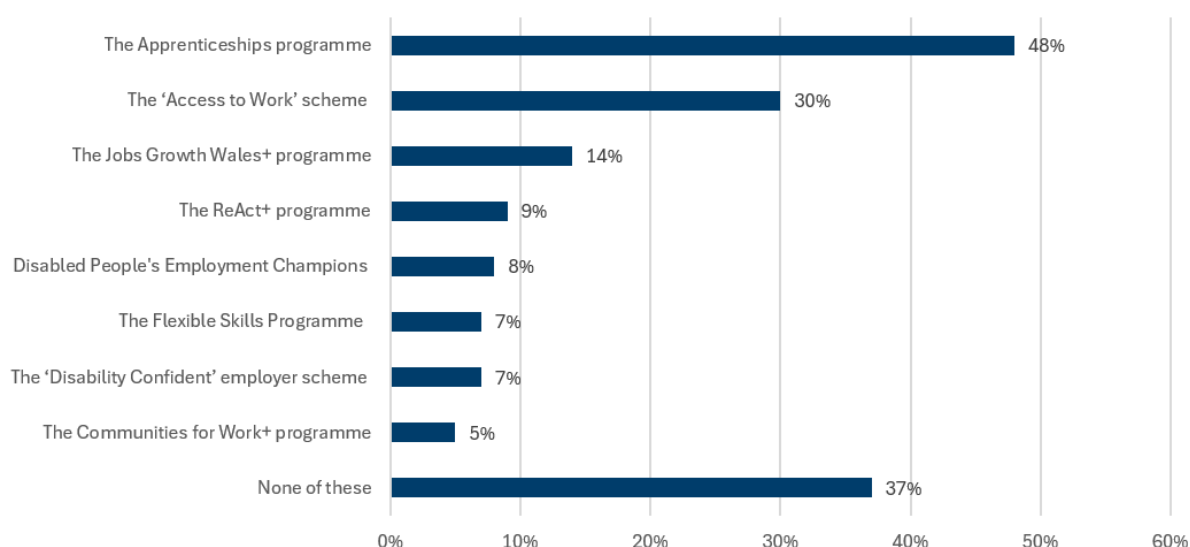
Government support schemes

To gauge awareness of available support, all respondents (N=503) were asked if they could name any government schemes that supported organisations in Wales to employ disabled people. Prior to further prompt, 96% of respondents were unable to

identify a scheme and an additional 1% identified a service no longer offered by the Welsh or UK governments.

Respondents were then provided with a list of schemes supported by the Welsh Government and asked to identify which, if any, they were aware of. With the additional prompt, the proportion of respondents that were aware of at least one supported scheme increased to 63%, with the 'Apprenticeship programme' (48%) and 'Access to Work' (30%) being the two most identified across all organisations, regardless of size, region, or business activity.

Figure 10. Awareness of employment support schemes



Base: 503

Organisations with 10 or more employees were more likely to have heard of a scheme as 80% had heard of at least one programme offered by the Welsh government. This was 20 percentage points higher than businesses employing 2 to 9 people (62%). This was echoed for businesses with a higher financial turnover, with 79% having heard of a named scheme, 23 percentage points higher than organisations with lower financial turnovers (56%).

When broken down by business activity type, the proportion of organisations that had heard of a scheme was largely influenced by the Apprenticeship Programme. For example, while 'Manufacturing' organisations were most likely to have heard of a Welsh Government scheme at 79%, this was largely contingent on 70% having heard of the Apprenticeship Programme. Meanwhile, 'Agriculture, Mining and Utilities' organisations were least likely to have heard of a scheme (55%) and the Apprenticeship Programme (41%) but were most aware of the Flexible Skills Programme (12%) and Communities for Work (7%).

Uptake of Government Support Schemes

Organisations that were aware of at least one named scheme, were then asked about their involvement. Of those with 2 or more employees (N=265), 78% reported

they had not used any of the named schemes, which dropped to 50% for organisations that employed 10 or more people.

Of the employment support schemes that had been used, the Apprenticeship Programme was by far the most popular, having been used by 15% of respondents, with all other schemes ranging between 1% and 3%.

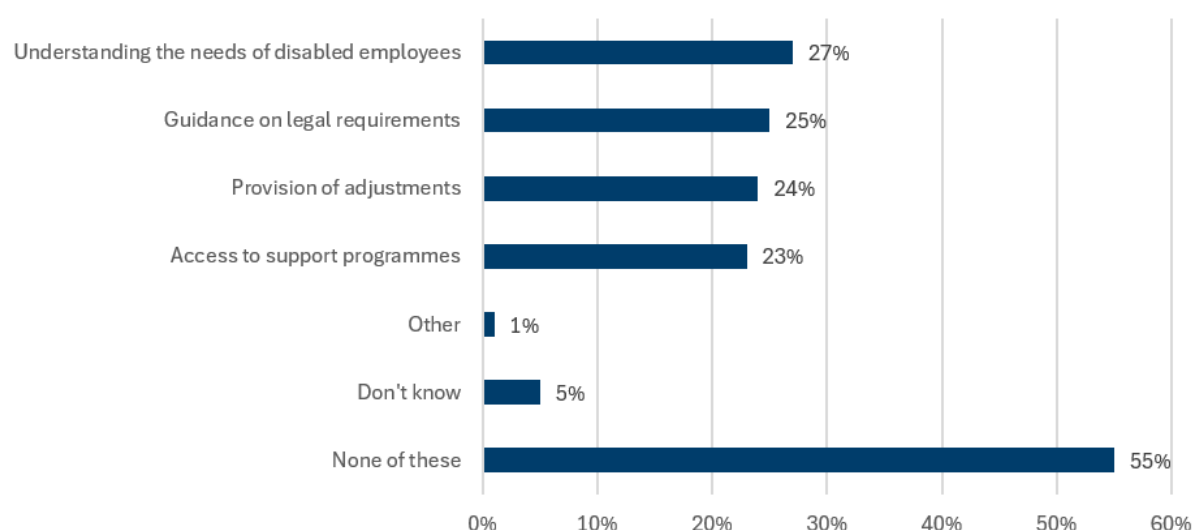
Employment support

All respondents (N=503) were also asked to consider how the Welsh government could support them with the employment of disabled people in the future. Without prompt, most said that they 'didn't know' (41%), or that it wasn't applicable to their business (15%), with a further 6% answering that they did not need support or were not recruiting.

From the types of support identified, 'Financial support' (11%) was the most cited, followed by 'funding for workplace adjustments or improving accessibility' (8%) and 'legal and HR guidance' (6%).

A follow-up asked about interest in government support again, this time providing respondents with examples of the type of support that could be offered to businesses. Each proposed method of support had around a quarter of respondents expressing interest, as shown in Figure 11. This included 27% for support to understand the needs of disabled people, 25% for guidance on legal requirements, 24% for the provision of reasonable adjustments, and 23% for accessing support programmes.

Figure 11. Interest in support from Welsh Government by type



Base: 503

Larger organisations and those with higher financial turnovers were again most likely to show interest in receiving support from the Welsh Government. When presented with possible options, 60% of organisations comprising 10 or more people expressed

interest in receiving at least one type of support, compared to 36% of smaller organisations. A similar trend was seen between businesses with a higher financial turnover, with 50% reporting interest in one or more support options, compared to 31% of organisations with lower turnovers.

Participant interest for support was highest for 'understanding the needs of disabled people' across most business sizes, financial turnovers, and activity types. The exceptions were 'Manufacturing' organisations, who showed greater interest in 'the provision of adjustments' (45%) and organisations with higher financial turnover, who showed greater interest in 'guidance on legal requirements' (37%).

Conclusions

This report aimed to explore some of the barriers to employment faced by disabled people in Wales. The research engaged with 503 Welsh SMEs via the Business Omnibus Survey administered by Beaufort Research to explore employers' awareness, understanding, and perceptions of matters relating to the employment of disabled people. The findings highlighted notable variation between organisations based on their business activity, financial turnover, and size.

Current employment of disabled people

Larger organisations, such as those with 10 or more employees and those with high financial turnovers, were more likely to employ disabled people. While it can be expected that the likelihood of a disabled person working for an organisation increases with the number of employees overall, these organisations also showed greater awareness of relevant policy and legislation, and higher engagement with government support schemes, possibly indicating that resource and capacity are a factor in enabling inclusive employment.

Equality Act and the Social Model of Disability

Awareness of the Equality Act 2010 and its provisions relating to disabled people was generally low, particularly among 'Agriculture, Mining, and Utilities' organisations, but awareness varied by business size and activity type.

Use of the provisions relating to disability under the Act were subsequently sparse, with almost no organisations making use of positive action to recruit or promote a disabled employee, however most businesses were able to provide reasonable adjustments when requested.

Most organisations were also unfamiliar with the Social Model of Disability, with fewer than one in ten respondents knowing even 'a little' about the model.

Current working practices

A majority of respondents agreed that their business welcomed applications from disabled candidates and that their business provided equal opportunities for progression to disabled employees, while under half considered their current working practices to be inclusive of disabled people.

This did, however, vary considerably by the region, size, and turnover of the organisation, with larger businesses and those based in South Wales generally perceiving themselves as more inclusive across all three statements.

Less variation was seen across business activity types, with the exception of Agriculture, Mining & Utilities organisations, who considered themselves to be less inclusive than other businesses in each area.

Perceptions relating to the employment of disabled people

Over half of the organisations surveyed associated the employment of disabled people with advantages relating to diversity, such as having a wider range of viewpoints, and with having a positive business image, such as being seen by others as an employer that does not discriminate. There was some variation between business activity types with both 'Agriculture, Mining and Utilities' and 'Wholesale and Retail businesses' citing increased health and safety awareness as one of their most associated benefits.

When asked about challenges associated with employing disabled people, respondents initially cited issues relating to the accessibility of the workplace and physical demands of the job. Upon further prompt, over half of surveyed organisations reported challenges related to health and safety, with around a third identifying challenges related to both costs and staff capability. This did, however, vary between business activities and turnover amounts.

Welsh Government Support

Many respondents were unaware of the government support available to them to assist with the employment of disabled people, with the Apprenticeship Programme and Access to Work being the most well-known schemes.

When asked about the type of support they would like to receive, around a quarter of respondents expressed interest in each of the four types of support outlined. While help to understand the needs of disabled employees was generally the most sought-after type of support, preference for each and the level of interest for support in general varied for businesses of different activity types and financial turnover amounts.

Annexes

Annex A. Breakdown of businesses

No. Employees	Unweighted base	Weighted base
1	112	112
2 to 9	311	310
10 to 249	80	82

Financial turnover	Unweighted base	Weighted base
Under 100k	181	182
£101k to £500k	159	158
£501k and over	91	92
Don't know	72	71

Annex B. Sample variable definitions

Mid-Wales: Ceredigion, Powys, old district of Meirionnydd

North Wales: Wrexham, Flintshire, Denbighshire. Conwy, Anglesey, old districts of Arfon & Dwyfor

South East Wales: Bridgend, Blaenau Gwent, Caerphilly, Cardiff, Rhondda Cynon Taf, Monmouthshire, Newport, Merthyr, Torfaen, Vale of Glamorgan

South West Wales: Swansea, Neath & Port Talbot, Carmarthenshire, Pembrokeshire