



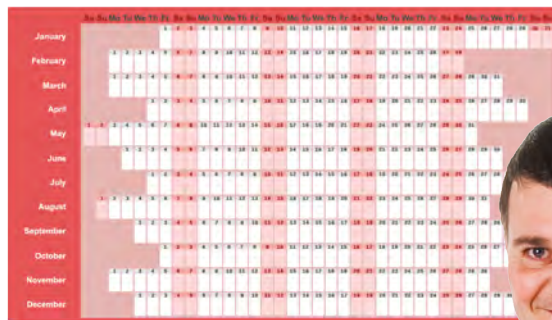
HM Government



Disability Unit

Collecting information about disability among workers

What do you think?



easy
read

This is an Easy Read version
of the: Disability Workforce
Reporting Consultation

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In this easy read document, difficult words are in **bold**. We explain what these words mean in the sentence after they have been used.



Some words are [blue and underlined](#). These are links which will go to another website that has more information.

Introduction



The Government is looking at how to increase job opportunities for disabled people.

We want disabled people to have the same chance to work as everyone else.



To help us understand how to make things better, we want to collect information from companies and organisations that employ disabled people.



This information would help all companies and organisations to:

- give more jobs to disabled people.
- keep more disabled people in their jobs.
- help disabled people get better at and move forward in their jobs.



We want to know what you think about large companies collecting and sharing information about disability among workers, if you are:

- a person who runs a company or organisation.



- a disabled person, someone who works for a company or organisation, or someone who supports disabled people to work.



Please tell us what you think by answering the questions in this Easy Read questionnaire.



We need your answers by Friday, 25 March 2022.

About you and your company or organisation



If you run a company or organisation answer the questions starting below - Section A: Question 1a.

If you are a disabled person, someone working for a company or organisation, or you support disabled workers, go to Section B: Question 1a, on page 11.

Section A - for managers



Question 1a: What type of organisation are you answering for? *Tick 1 box.*

- A company
- An organisation that speaks for certain companies
- Other - please say



Question 1b: What is your company or organisation's name?



Question 1c: If you would like more information about the issues for disabled people at work, please write your email address here.



Question 2: How many people work for your company or organisation?

- 1 to 24
- 25 to 249
- 250 to 999
- 1000 or more



Question 3: Where does your company or organisation work? *Please tick just 1 box.*

- England
- England and Wales
- Great Britain - England, Wales and Scotland
- UK - England, Wales, Scotland and Northern Ireland
- International - the UK and other countries
- Other - please say

Question 4: Is your company or organisation:



part of the Government or owned by the Government



a private business that makes money for the person or people who own it



an organisation that is managed by a board of people who are **volunteers**

Volunteers are people who give their time to help without getting paid for it.



other - please say



Question 5: What sort of work does your company or organisation do?

- Farming or woodland
- Building
- Schools, colleges or universities
- Oil, mining or supplying electricity
- Entertainment
- Banks
- Health and care
- Hotels, restaurants, cafés and shops
- Computers
- The law
- Leisure and tourism
- Making things
- Helping people find a job
- Transport
- Other - please say



Question 6: At the moment, does your company or organisation collect any of this information about your workers?



Age

Disability



Race

Sex or gender



Which country people come from

Religion or belief



Sexual orientation

Sexual orientation means which gender you are attracted to, like male, female or both.

Other - please say



I'm not sure



Question 7: What is your job in your company or organisation?

I manage the whole company or organisation



I manage a group of people in my company or organisation



I make sure staff and workers are happy and working well



I make sure everyone is included and has a fair chance at work



Other - please say

Section B - for disabled people, all workers and people who support disabled workers

If you are a manager, go to question 1 in the next section on page 20.

Question 1a: Which of these applies to you?



Disabled

Neurodiverse - your brain works in a different way to most other people



Deaf

Living with a long lasting health condition

None of these



Prefer not to say

Other disability or with a health issue - please say



Question 1b: If you said you have a disability or health condition, what type of disability or health condition do you have?

Blind or difficulty with eyesight

Deaf or difficulty with hearing

Difficulty with walking or going upstairs

Difficulty with lifting things or using a keyboard

Learning disability

Remembering things

Mental health

Breathing or feeling tired all the time

Behaviour or getting on with other people

None

Prefer not to say

Other - please say





Question 2: Where do you work? *Tick just 1 box.*

England

Northern Ireland

Scotland

Wales

Other - please say

Question 3: Are you...



White

- English, Welsh, Scottish, Northern Irish, British
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other white background



Mixed or more than 1 ethnic background

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed ethnic background



Asian or Asian British

- Bangladeshi
- Chinese
- Indian
- Pakistani
- Any other Asian background



Black or Black British

- Caribbean
- African
- Any other Black background



Other ethnic groups

- Arab
- Other ethnic group - please say

- Prefer not to say



Question 4: What is your religion?

No religion

Christian

Buddhist

Hindu

Jewish

Muslim

Sikh

Any other religion - please say

Prefer not to say





Question 5: How old are you?

- 24 or under
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 65
- Over 65
- Prefer not to say



Question 6: Are you...

- Female
- Male
- Prefer not to say



Question 7: Are you the same gender as the one you were given at birth?

- Yes
- No - please tell us your gender now

- Prefer not to say

Question 8: What is your **sexual orientation**?

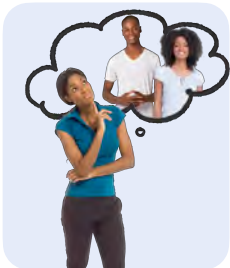
Sexual orientation means which gender you are attracted to. For example male, female or both.



- Straight or heterosexual - you are attracted to people of the opposite gender



- Gay or lesbian - you are attracted to people of the same gender as yourself



- Bisexual - you are attracted to people of more than 1 gender



- Asexual - you are not attracted to anyone



- Other - please say

- Prefer not to say

Question 9: What was the job of the person who earned the most money in your home when you were 14 years old?



- A professional job like a teacher, doctor or nurse, social worker, police officer, accountant, solicitor or engineer
- A manager in a company
- A job like a secretary, personal assistant, call centre agent or nursery nurse



- A technical job like a mechanic, plumber, printer, electrician or driver
- A job that doesn't need a lot of training, like a postal worker, security guard, farm worker, kitchen worker, driver, cleaner, waiter or bar staff



- No job for a long time
- Owner of a small business
- I don't know
- Prefer not to say

What do you think?

People who run a company or organisation



These questions are for people who run a company or organisation. If you are a disabled person, worker or you support disabled people to work, go to Section A: question 1 on page 41.



Section A: What your company is doing at the moment

Question 1: Does your company collect information about workers who are disabled?

Yes - go to question 2 on page 21

No - go to question 9a on page 26



Question 2: What information do you collect?

- The number of workers who are disabled
- The number of workers who have asked for **reasonable adjustments**

Reasonable adjustments these are small changes that are made so that disabled people can take part like everybody else.

- The types of disability that the workers have
- The numbers of disabled workers who have jobs at different levels in the organisation
- The number of disabled workers who are on schemes to help them get a better job in the future
- How much disabled workers get paid compared to non-disabled workers
- How well disabled workers are doing in their jobs compared to non-disabled workers
- Other



Question 3: How is this information collected?

- In a survey where people don't have to put their names
- In a survey anyone can answer
- When we talk with workers about how they are getting on in their job
- Other - please say



Question 4: For how long have you been collecting this information?

- Less than a year
- Between 1 and 5 years
- More than 5 years
- I don't know
- Other - please say



Question 5a: There is already a way to share information about disability among workers with the Government called the [Disability Voluntary Reporting Framework](#). Does your company know about this? *Tick 1 box.*

- We know about it and use it
- We know about it but we don't use it
- We know about it but I don't know if we use it
- We don't know about it
- I don't know if we use it



Question 5b: What did you think of the Disability Voluntary Reporting Framework?

Tick 1 box.

- Very useful
- It is okay
- Not very useful
- I don't know
- Other - please say



Question 6: Does it cost your company anything to collect this information? *Tick 1 box.*

- No
- A little, but less than we thought
- Quite a lot
- I don't know
- Prefer not to say



Question 7: How does your company use information about disability? *Tick all the boxes that apply.*

- It helps us to choose new workers
- It helps us to make sure we have workers from all different backgrounds
- It helps us to support our workers to use their ability and do as well as they can
- It helps us to check we are choosing workers from all different backgrounds
- I don't know
- Other - please say



Question 8a: Do you share information about disability among your workers, outside of your company or organisation? *Tick 1 box.*

- Yes
- No
- I don't know



Question 8b: How do you share this information? *Tick all the boxes that apply.*

- On our website
- In reports
- I don't know
- Other - please say

Now go to section B: question 11a on page 28.



Questions 9 to 10 are for people who run companies or organisations that do not collect information about disability among workers.



Question 9a: Why don't you collect information about disability among workers?
Tick all the boxes that apply.

- We don't have to
- It takes too much time
- We have no way to collect this information
- We have too few or too many workers
- It is too hard
- We don't think it is worth it
- Don't know
- Other - please say



Question 9b: Please explain your answer to Question 9a.



Question 10a: There is already a way to share information about disability among workers with the Government. This is called the 'Disability Voluntary Reporting Framework'. Does your company know about this? *Tick 1 box.*

- Yes
- No
- I don't know



Question 10b: If yes, do you think it is useful? *Tick 1 box.*

- Very useful
- It's OK
- Not very useful
- Other - please say



Question 10c: Please explain your answer.



Section B: What would be good and what could be the problems

This section asks you about companies and organisations collecting and sharing information about disability among workers, and making this information available to the public.



Question 11a: Do you think that collecting and sharing information about disability among workers helps with better ways of working and including people? *Tick 1 box.*

Yes

No

I don't know



Question 11b: Please explain why you say this.



Question 12: Should **big companies** be made to collect and share information about disability among workers? *Tick 1 box.*

Big companies are companies that have 250 workers or more.

- No - they should only collect and share it if they want to
- Yes - they should be made to collect and share it
- Other - please say



Question 13: What do you think is good about big companies having the choice to collect and share information about disability among workers?



Question 14: What do you think are the problems with big companies having the choice to collect and share information about disability among workers?



Question 15: At the moment, companies and organisations have the choice to collect and share information about disability among workers. Not many do. How do you think we could encourage more of them to collect and share this information?



Question 16a: What do you think would be good about making big companies collect and share information about disability among workers?



Question 16b: What do you think the problems could be with making big companies collect information about disability among workers?



Question 17a: What do you think is good about information collected and shared about disability among workers being made available to the public?



Question 17b: What do you think could be the problems with information collected and shared about disability among workers being made available to the public?



Section C: If we make companies and organisations share information

This section asks about what would happen if we made companies collect and share information with us about disability among workers.



Question 18a: We are thinking about making companies and organisations tell us how many of their workers are disabled. Do you agree or disagree that knowing how many workers in a company are disabled would be useful for people who run big companies?



- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I don't know
- Other - please say



Question 18b: Please explain your answer.



Question 18c: What other information do you think big companies and organisations could collect and share with us about disability among workers?

Question 19a: Do you agree or disagree that we should make big companies and organisations share information with us in the same way?



Strongly agree

Agree

Disagree

Strongly disagree

I don't know



Question 19b: Please explain your answer.



Question 20: There are many different ways of asking someone if they are disabled or not. If we made companies ask their workers if they are disabled, which words should they use?

Do you consider yourself to have a disability or a long-term health condition?

a) Do you have any physical or mental health conditions or illnesses that will last more than a year?

and b) Does your condition or illness affect the way you do things day to day?

None of these

I don't know

Other - please say



Question 21: Some people think it would be good if big companies collect information about disability among their workers in the same way.

How do you think we can help big companies to collect information in the same way?

Do you think having rules to help people understand how to collect information would be helpful?



Question 22: If companies and organisations had to share information about their disabled workers, who do think they should send it to?

- The Government

- An organisation run by disabled people

- An organisation that checks people, companies and organisations are following the rules

- No one - companies should not have to share this information

- Other - please say



Question 23a: Do you think information about disability among workers should be shared with everyone?

- Yes
- No
- I don't know



Question 23b: If yes, who should share this information?

- Each company or organisation
- The Government
- An organisation run by disabled people
- An organisation that checks people, companies and organisations are following the rules
- I don't know
- Other - please say



Section D: Other ideas

Question 24: What other ideas do you have about ways for companies and organisations to know more about how to make sure that disabled workers are included at work?

What do you think?

Disabled people, workers and people who support disabled workers



Section A: What your company is doing at the moment

Question 1: Does your company collect information about workers who are disabled?

- Yes - go to question 2a on page 42
- No - go to question 6a on page 46



Question 2a: What information is collected?

- The number of workers who are disabled
- The number of workers who have asked for **reasonable adjustments**

Reasonable adjustments these are small changes that are made so that disabled people can take part like everybody else.

- The types of disability that the workers have
- The numbers of disabled workers who have jobs at different levels in the organisation
- The number of disabled workers who are on schemes to help them get a better job in the future
- How much disabled workers get paid compared to non-disabled workers
- How well disabled workers are doing in their jobs compared to non-disabled workers
- I don't know
- Other

Question 3: How does your company or organisation use information about disability?

- It helps with choosing new workers
- It helps to make sure there are workers from all different backgrounds
- It helps us to support our workers to use their ability and do as well as they can
- It helps to check they are choosing workers from all different backgrounds
- I don't know
- Other - please say



Question 4a: Does your company share information about disability among workers, outside of your company or organisation? *Tick 1 box.*

- Yes
- No
- I don't know



Question 4b: How does your company share this information? *Tick all the boxes that apply.*

- On our website
- In reports
- I don't know
- Other - please say

Question 5a: Do you agree or disagree that your company should collect and share information about their workers' disabilities?



- I strongly agree that they should
- I agree that they should
- I don't agree with this
- I strongly don't agree with this
- I don't know



Question 5b: Please explain why you say this.

A large, empty rectangular box with a thin black border, intended for the user to write their explanation.

Question 6 is for workers whose company or organisation does not collect information about disability among workers.

Question 6a: Do you agree or disagree that your company should collect information about disability among workers?



I strongly agree that they should

I agree that they should

I don't agree with this

I strongly don't agree with this

I don't know



Question 6b: Please explain why you say this.



Section B: What would be good and what could be the problems

This section asks you about companies and organisations collecting and sharing information about disability among workers, and making this information available to the public.



Question 7a: Do you think that collecting and sharing information about disability among workers helps with better ways of working and including people? *Tick 1 box.*

Yes

No

I don't know



Question 7b: Please explain why you say this.



Question 8: Should big companies be made to collect and share information about disability among workers? *Tick 1 box.*

No - they should only collect and share it if they want to

Yes - they should be made to collect and share it

Other - please say



Question 9a: What do you think is good about big companies having the choice to collect and share information about disability among workers?



Question 9b: What do you think are the problems with big companies having the choice to collect and share information about disability among workers?



Question 10: At the moment, companies and organisations have the choice to collect and share information about disability among workers. Not many do. How do you think we could encourage more of them to share this information?



Question 11a: What do you think would be good about making big companies collect and share information about disability among workers?



Question 11b: What do you think the problems could be with making big companies collect information about disability among workers?



Question 12a: What do you think is good about information collected and shared about disability among workers being made available to the public?



Question 12b: What do you think could be the problems with information collected and shared about disability among workers being made available to the public?



Section C: If we make companies and organisations share information

This section asks about what would happen if we made companies collect and share information about disability among workers.



Question 13a: We are thinking about making companies and organisations tell us how many of their workers are disabled. Do you agree or disagree with making companies collect and share this information?



Strongly agree



Agree



Disagree



Strongly disagree

I don't know

Other - please say



Question 13b: Please explain your answer.



Question 13c: What other information do you think big companies and organisations could collect and share with us about disability among workers?

Question 14a: Do you agree or disagree that we should make big companies and organisations share information with us in the same way?



- Strongly agree
- Agree
- Disagree
- Strongly disagree
- I don't know



Question 14b: Please explain your answer.



Question 15: There are many different ways of asking someone if they are disabled or not. If we made companies ask their workers if they are disabled, which words should they use?

Do you consider yourself to have a disability or a long-term health condition?

a) Do you have any physical or mental health conditions or illnesses that will last more than a year?

and b) Does your condition or illness affect the way you do things day to day?

None of these

I don't know

Other - please say



Question 16: Some people think it would be good if big companies collect information about disability among their workers in the same way.

How do you think we can help big companies to collect information in the same way?

Do you think having rules to help people understand how to collect information would be helpful?



Question 17: If companies and organisations had to share information about their disabled workers, who do think they should send it to?

- The Government
- An organisation run by disabled people
- An organisation that checks people, companies and organisations are following the rules
- No one - companies should not have to share this information
- I don't know
- Other - please say



Question 18a: Do you think information about disability among workers should be shared with everyone?

- Yes
- No
- I don't know



Question 18b: If yes, who should share this information?

- Each company or organisation
- The Government
- An organisation run by disabled people
- An organisation that checks people, companies and organisations are following the rules
- I don't know
- Other - please say

Section D: Other ideas



Question 19: What other ideas do you have about ways for companies and organisations to know more about how to make sure that disabled workers are included at work?

Thank you



Thank you for your answers.



Please now send us your answers to:

Disability Workforce Reporting
Consultation
Disability Unit
10 Victoria Street
London
SW1H 0NB



Phone:

07749 722203 or 07922 384293



Email:

duplications@cabinetoffice.gov.uk



We need your answers by Friday,
25 March 2022.

For more information

If you need more information please contact us by:

- post:



Disability Workforce Reporting
Consultation
Disability Unit
10 Victoria Street
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