

10 GCSEs

2 A-levels

1 degree



114 job applications

24 job interviews

1 disability

0 job

Ready, Willing and Disabled

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Report Summary

The Ready, Willing and Disabled campaign grew out of the realisation that despite the many government schemes aimed at helping disabled people into employment, disabled people are still five times more likely than non-disabled people to be out of work and claiming benefits.

The survey aimed to find out how employers and employees really feel about employing and working with disabled people and to see whether people's attitudes and opinions are influenced by common stereotypes and generalisations about disabled people and their abilities.

We also wanted to know what disabled people considered were the main barriers to getting a job and what they believe employers really think about employing disabled people.

The survey asked about the recruitment process, the accessibility of business premises, health and safety regulations, the financial implications of employing a disabled person, people's knowledge of disability issues, the attitudes of staff and customers towards disabled employees and people's perceptions of disabled people at work. Crucially, we asked respondents to think about whether each of these issues might prevent their company employing a disabled person.

The aim of the survey was to get a more honest picture of the issues that prevent companies employing disabled people. We deliberately asked challenging, sometimes provocative, questions to make people think carefully about their own attitudes and assumptions. Throughout the report we have analysed people's responses and attempted to challenge people's preconceptions and explode some of the myths around disabled people at work.

Many people included additional comments in their responses touching on their personal experiences of trying to find employment and working with disabled people. In many ways people's comments are the most revealing part of the survey and people's individual reflections are included throughout the report. With the exception of the good practice case studies we have not published the names of those featured as the aim of this report is to address the misinformation and prejudice that is still preventing disabled people getting employment, not to blame individuals or organisations.

Ready, Willing and Disabled

Recommendations to employers

- Don't make assumptions about the abilities of disabled employees.
- Provide disability equality training for managers and staff.
- Ensure you have, and enforce, a policy of non-discrimination for disabled applicants and employees.
- Get an access audit of your premises done and make any alterations you can make now. Ensure that any new premises you buy, use or rent are accessible to disabled people and that all new build and refurbishment projects should be designed so they include everyone.
- Make sure everyone responsible for recruitment knows about the Access to Work scheme and how to access it.
- Make sure all your vacancies are advertised where disabled applicants will see them.
- Consider operating a guaranteed interview scheme where any disabled person meeting the essential criteria for a post is short-listed.
- Tell your local MP or council if there are barriers such as local transport or planning regulations that are creating barriers to you employing disabled people.
- If you are unsure about any aspect of reaching, employing or retaining disabled employees contact the relevant organisation for advice (see Useful Contacts in the full report).
- Establish a forum for business in your local area to discuss how to remove barriers and promote good practice around employing disabled people.