
This consultation explores the topic of workforce reporting on disability – both voluntary and mandatory – for large employers (250 employees and above).

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1. Whose views are you representing in this response?

 3. Whose views does your organisation or network represent? Please state whether members are individuals or organisations.
 - b. 3b. How many members does your organisation or network represent? Please select the most appropriate option

 4. Where does your organisation or network operate? Please select one option.

 5. What sector is the organisation or network in? Please select all that apply.

 6. What is your role in the organisation?

1. Does your organisation currently collect information on the proportion of disabled people in your workforce? Please select one option below

2a. Do you agree or disagree that employers should collect disability workforce data? Please select one option below.

2b. Explain your answer to above question

7a. Do you think that greater transparency on disability in the workforce leads to more inclusive practices?

7b. Please explain your answer above and provide evidence where possible by typing in the box below.

9a. What do you think the main benefits of a voluntary approach to disability workforce reporting are? Please type your answer in the box below.

14a. Do you agree or disagree that large employers (250+ employees) should use a standardised approach to collect disability workforce data if reporting became mandatory? Please select one option below.

14b. Please explain your answer in the box below.

15. There are many ways that people are asked to self-identify as disabled. If large employers (250+ employees) were to use a standardised approach to data collection, which wording do you think should be used to ask employees if they identify as disabled? Please select all that apply.

Do you consider yourself to have a disability or a long-term health condition (mental health and/or physical health)?

Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more? And

Does your condition or illness\do any of your conditions or illnesses reduce your ability to carry out day-to-day activities? (Wording from the Government Statistical Service)

None - collection of data should not be standardised.

I don't know

Other [provide explanation]

17. If large employers were required to collect disability workforce information and report it to another organisation, which organisation do you think they should report to? Please select all that apply.

18a. Should large employers publish organisation-level disability workforce statistics? For example, the proportion of their workforce identifying as disabled. Please select one option below.

18b. If published, who do you think should publish this information? Please select all that apply.

19. What alternative approaches would you suggest to increase transparency, inclusion and employment of disabled people in the workplace?