

Understanding disability

Disability in the UK

93% of disabled people **don't** use a wheelchair



52.3% of working age disabled people are in employment, compared to **81.7%** of working age non-disabled people



83% of disabled people acquire their health condition **during working age**



Disabled people from BAME backgrounds report **greater social inequalities** compared to disabled people from white backgrounds



What is a disability?



A condition that effects an individual's ability to carry out normal day-to-day activities.



A mental health or physical condition.



Disabilities can be visible or hidden.



Can last 12 months or longer and be recurring.

Long-term conditions which are classed as a disability



Heart disease



Musculoskeletal conditions (including spinal-cord, arms, legs and joints)



Lung or respiratory conditions



Stroke



Mental health conditions (depression, anxiety and bipolar)



Diabetes



Learning difficulties and neuro-diverse conditions (eg autism, dyslexia, dyspraxia)



Visual, auditory and speech impairments



Cancer (including those with and who have survived cancer)



HIV



Multiple sclerosis



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NHS Employers

Part of the NHS Confederation

Taking action on barriers that disabled staff may experience

Organisations

Decision-making

Establish a [disabled staff network](#) and engage with disabled staff and trade unions. Involve them in decision-making and the development of your WDES action plan.

Employment and recruitment

Explore with disabled staff what actions your organisation can take to tackle any equalities in employment and recruitment.

Career development

Introduce a developmental/talent management programme for disabled staff.

Policies and practice

Review policies such as [absence management](#) and [reasonable adjustments](#) to identify any gaps and make improvements. Consider introducing a [Health Passport](#).

Attitudes

Develop actions the organisation can take to address [disablism](#) and promote an inclusive culture that has zero tolerance of discrimination.

Transport

Use and promote the [Access to Work](#) scheme, which provides funding for disabled staff, including transport costs for getting to and from work.

Buildings and facilities

Agree steps your organisation can take to improve access into and within its built environment. Consider inclusion from the outset of any new building developments.

Information

Run an internal campaign to raise awareness of what a disability is and encourage staff to record their disability on ESR. Review the [NHS Accessible Information Standard](#).



Line managers

Decision-making

Engage with staff. Encourage open conversations to understand their challenges. Involve them in decisions that will have an impact on their working lives.

Employment and recruitment

Understand the benefits of employing disabled staff, your [responsibilities as a manager](#) and how to [recruit and support staff](#).

Career development

Explore what opportunities are available for staff to progress in their career and support them on their [journey](#).

Policies and practice

Improve understanding of organisational policies around [absence management](#), [reasonable adjustments](#) and [health passports](#) so you can support staff.

Attitudes

Proactively address any behaviour that might adversely impact or affect someone who identifies as disabled, or differently abled.

Transport

Discuss any needs with staff and explore opportunities with HR to resolve issues - ask about the [Access to Work](#) scheme.

Buildings and facilities

Initiate a regular item at team meetings to discuss any [reasonable adjustments](#) or adaptations that people might need to help them in their roles.

Information

Educate yourself on what it is like to have a disability and [what you can do to support your staff](#), both existing and prospective. Encourage staff to record their disability on ESR.

Further Information

[NHS Workforce Disability Equality Standard](#)

[NHS Employers Disability Resource Library](#)