Understanding disability

What is a disability?

• A condition that affects 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.

Disability in the UK

52% of working age disabled people are in employment, compared to 81% of working age non-disabled people.¹

Disabled people from BAME backgrounds report greater social inequalities compared to disabled people from white backgrounds.²

5–7% of disabled people use a wheelchair.³

83% of disabled people acquire their health condition during working age.⁴

References
1. Disabled people in employment - House of Commons Library (parliament.uk)
2. Life Opportunities Survey: wave 1 results - GOV.UK (www.gov.uk)
4. House of Commons - Disability employment gap - Work and Pensions Committee (parliament.uk)
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Long-term conditions which are classed as a disability

Heart disease
Cancer (including those with and who have survived cancer)
Musculoskeletal conditions (including spinal-cord, arms, legs and joints)
HIV
Lung or respiratory conditions
Multiple sclerosis
Stroke
Mental health conditions (including depression, anxiety and bipolar)
Diabetes
Learning difficulties and neuro-diverse conditions (including autism, dyslexia and dyspraxia)
Visual, auditory and speech impairments

For more information, visit: www.nhsemployers.org/understanding-disability
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