

Leonard Cheshire Disability – Disability and Employment

METHODOLOGY NOTE

ComRes interviewed 2,068 GB adults online aged 18+, 160 of whom are disabled, between 21st and 22nd October 2015. ComRes is a member of the British Polling Council and abides by its rules.

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To register for Pollwatch, a monthly newsletter update on the polls, please email: pollwatch@comres.co.uk

Disability and Work Survey

ONLINE Fieldwork: 21st - 22nd October 2015

Absolutes/col percents

Table 1

Q1. Thinking about your current and past employment, which of the following best reflects your experience of disclosing the fact that you have a disability or health condition to your employer?

Base: All respondents with a longstanding condition physical or mental condition or disability

	Gender			Age						Social Grade				Employment Sector	
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
I have always disclosed my disability or health condition to my employer (4)	176 46%	97 51%	79 41%	6 19%	15 34%	20 42%	42 51%	38 60%	55 49%	42 62%	40 48%	29 44%	65 40%	11 49%	49 51%
I have sometimes disclosed my disability or health condition to my employer (3)	41 11%	26 14%	15 8%	7 22%	8 17%	9 19%	10 12%	3 5%	5 4%	4 7%	10 12%	13 19%	14 9%	4 19%	21 22%
I have rarely disclosed my disability or health condition to my employer (2)	30 8%	11 6%	20 10%	4 13%	7 15%	7 14%	5 6%	5 8%	2 2%	5 7%	11 13%	5 8%	10 6%	3 14%	11 12%
I have never disclosed my disability or health condition to my employer (1)	38 10%	21 11%	17 9%	5 17%	8 19%	5 10%	12 15%	2 3%	6 5%	3 5%	9 11%	9 14%	16 10%	2 10%	11 11%
NET: Always/ Sometimes	218 57%	124 65%	94 49%	12 41%	23 51%	29 61%	52 64%	41 65%	60 53%	46 69%	50 60%	42 62%	80 49%	15 68%	70 72%
Not applicable - I have never worked and had a disability or health condition at the same time	95 25%	35 18%	60 32%	9 29%	7 16%	7 15%	13 16%	15 24%	44 39%	13 20%	13 15%	11 16%	58 36%	2 8%	5 5%
Mean	3.25	3.29	3.20	2.60	2.78	3.08	3.19	3.61	3.61	3.56	3.15	3.11	3.23	3.17	3.18
Standard deviation	1.09	1.07	1.12	1.15	1.20	1.08	1.17	0.82	0.90	0.90	1.12	1.13	1.13	1.07	1.05
Standard error	0.06	0.08	0.10	0.22	0.21	0.15	0.13	0.11	0.11	0.12	0.12	0.16	0.10	0.23	0.10

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Absolutes/col percents

Table 1

Q1. Thinking about your current and past employment, which of the following best reflects your experience of disclosing the fact that you have a disability or health condition to your employer?

Base: All respondents with a longstanding condition physical or mental condition or disability

	Region													Do you have a longstanding physical or mental condition or disability?						
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside						South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
							West Midlands	East Midlands	Eastern	London										
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-	
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-	
I have always disclosed my disability or health condition to my employer (4)	176 46%	21 51%	9 41%	146 46%	5 28%	15 41%	11 46%	14 47%	15 46%	17 46%	23 54%	32 49%	17 46%	176 46%	43 30%	115 55%	79 56%	12 54%	-	
I have sometimes disclosed my disability or health condition to my employer (3)	41 11%	7 17%	4 20%	30 9%	2 9%	2 5%	1 5%	4 12%	5 16%	7 18%	4 9%	4 7%	2 5%	41 11%	27 19%	14 6%	9 6%	2 7%	-	
I have rarely disclosed my disability or health condition to my employer (2)	30 8%	2 4%	1 4%	27 9%	3 14%	-	* 2%	3 11%	2 5%	2 7%	3 8%	4 6%	10 26%	30 8%	18 13%	12 6%	4 3%	1 3%	-	
I have never disclosed my disability or health condition to my employer (1)	38 10%	6 15%	-	32 10%	2 9%	6 15%	2 7%	5 16%	4 14%	2 6%	-	10 16%	1 3%	38 10%	27 19%	11 5%	9 7%	1 4%	-	
NET: Always/ Sometimes	218 57%	28 68%	13 60%	176 56%	7 37%	17 46%	12 51%	17 59%	20 62%	23 64%	26 63%	36 55%	19 52%	218 57%	70 50%	129 61%	88 62%	14 61%	-	
Not applicable - I have never worked and had a disability or health condition at the same time	95 25%	5 13%	8 35%	82 26%	8 40%	14 39%	9 40%	4 13%	6 18%	8 23%	12 29%	15 23%	7 19%	95 25%	26 18%	59 28%	40 28%	7 32%	-	
Mean	3.25	3.20	3.56	3.24	2.92	3.17	3.50	3.04	3.15	3.35	3.64	3.14	3.18	3.25	2.74	3.54	3.55	3.63	-	
Standard deviation	1.09	1.15	0.64	1.11	1.19	1.31	1.06	1.22	1.16	0.95	0.69	1.24	1.02	1.09	1.19	0.92	0.95	0.86	-	
Standard error	0.06	0.18	0.16	0.07	0.33	0.27	0.27	0.23	0.22	0.16	0.13	0.17	0.18	0.06	0.11	0.07	0.09	0.20	-	

Disability and Work Survey

ONLINE Fieldwork: 21st - 22nd October 2015

Absolutes/col percents

Table 2

Q2. To what extent are you confident, or not, about the following statements?

Base: All respondents with a longstanding condition physical or mental condition or disability

Summary table

	If I disclose my disability or health condition to a potential employer on my CV or job application it will not negatively affect my likelihood of getting the job	If I disclose my disability or health condition to a potential employer at interview stage it will not negatively affect my likelihood of getting a job	If I disclose my disability or health condition to a new employer, it will not negatively affect how I am treated at work	Any new employer will give me the support I need with my disability or health condition at work
Unweighted base	423	423	423	423
Weighted base	381	381	381	381
NET: Very/ Fairly confident	90 24%	79 21%	100 26%	80 21%
Very confident (4)	39 10%	24 6%	26 7%	17 4%
Fairly confident (3)	51 13%	55 15%	73 19%	63 16%
Not very confident (2)	75 20%	83 22%	95 25%	90 24%
Not at all confident (1)	151 40%	153 40%	112 29%	133 35%
NET: Not at all/ Not very confident	225 59%	236 62%	207 54%	223 58%
Don't know	65 17%	65 17%	74 20%	79 21%
Mean	1.93	1.84	2.05	1.88
Standard deviation	1.07	0.97	0.97	0.93
Standard error	0.06	0.05	0.05	0.05

Disability and Work Survey

ONLINE Fieldwork: 21st - 22nd October 2015

Absolutes/col percents

Table 3

Q2. To what extent are you confident, or not, about the following statements?

Base: All respondents with a longstanding condition physical or mental condition or disability

If I disclose my disability or health condition to a potential employer on my CV or job application it will not negatively affect my likelihood of getting the job

	Gender			Age						Social Grade				Employment Sector	
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Very/ Fairly confident	90 24%	45 24%	45 24%	4 14%	11 25%	8 18%	16 20%	14 23%	35 31%	18 27%	21 26%	17 25%	34 21%	6 25%	30 31%
Very confident (4)	39 10%	17 9%	22 12%	3 11%	3 6%	5 9%	8 9%	7 11%	14 13%	5 8%	9 11%	6 9%	19 12%	1 6%	11 12%
Fairly confident (3)	51 13%	28 15%	23 12%	1 4%	9 19%	4 8%	9 11%	7 11%	21 19%	13 20%	12 15%	11 17%	14 9%	4 19%	19 19%
Not very confident (2)	75 20%	33 17%	42 22%	5 17%	5 12%	11 22%	17 21%	12 18%	24 22%	12 17%	15 19%	15 23%	32 20%	4 16%	21 21%
Not at all confident (1)	151 40%	82 43%	69 36%	19 61%	22 48%	20 41%	37 46%	26 41%	28 25%	22 33%	33 40%	27 40%	69 42%	9 43%	34 35%
NET: Not at all/ Not very confident	225 59%	115 61%	110 58%	24 77%	27 60%	30 63%	55 67%	38 59%	52 46%	34 50%	49 59%	42 63%	101 62%	13 59%	54 56%
Don't know	65 17%	30 16%	35 19%	2 8%	7 15%	9 19%	10 13%	12 18%	25 22%	15 23%	13 15%	8 12%	29 18%	3 16%	12 13%
Mean	1.93	1.87	2.00	1.61	1.80	1.83	1.81	1.92	2.25	2.02	1.96	1.94	1.89	1.87	2.09
Standard deviation	1.07	1.05	1.08	1.03	1.03	1.04	1.03	1.10	1.08	1.04	1.09	1.02	1.09	1.04	1.08
Standard error	0.06	0.08	0.09	0.17	0.18	0.15	0.11	0.15	0.11	0.14	0.12	0.14	0.09	0.23	0.11

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Table 3

Q2. To what extent are you confident, or not, about the following statements?**Base: All respondents with a longstanding condition physical or mental condition or disability****If I disclose my disability or health condition to a potential employer on my CV or job application it will not negatively affect my likelihood of getting the job**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Very/ Fairly confident	90 24%	20 50%	5 21%	65 20%	-	7 20%	5 22%	9 32%	9 28%	8 22%	4 9%	15 22%	9 24%	90 24%	30 21%	47 22%	32 22%	5 24%	-
Very confident	(4) 39 10%	11 27%	1 4%	27 9%	-	3 9%	-	6 19%	3 10%	4 11%	1 3%	5 7%	6 16%	39 10%	15 11%	18 9%	15 11%	2 10%	-
Fairly confident	(3) 51 13%	9 23%	4 18%	38 12%	-	4 11%	5 22%	4 12%	5 17%	4 11%	3 6%	10 15%	3 8%	51 13%	15 11%	28 14%	17 12%	3 15%	-
Not very confident	(2) 75 20%	9 21%	8 35%	58 18%	1 7%	5 14%	6 25%	7 23%	8 24%	5 15%	12 28%	10 15%	6 16%	75 20%	23 16%	44 21%	29 20%	5 22%	-
Not at all confident	(1) 151 40%	9 21%	7 32%	135 43%	16 85%	16 44%	10 44%	7 25%	12 37%	14 39%	18 44%	29 45%	12 34%	151 40%	67 47%	80 38%	62 44%	10 46%	-
NET: Not at all/ Not very confident	225 59%	17 42%	15 67%	194 61%	18 92%	21 58%	16 69%	14 48%	19 61%	19 53%	30 72%	39 60%	18 49%	225 59%	89 63%	124 59%	91 64%	15 67%	-
Don't know	65 17%	4 9%	3 12%	59 19%	2 8%	8 22%	2 10%	6 21%	3 11%	9 25%	8 19%	11 17%	10 27%	65 17%	22 16%	40 19%	19 14%	2 8%	-
Mean	1.93	2.61	1.92	1.84	1.07	1.81	1.76	2.32	2.01	1.93	1.60	1.81	2.08	1.93	1.82	1.91	1.87	1.87	-
Standard deviation	1.07	1.15	0.88	1.03	0.26	1.08	0.84	1.18	1.05	1.14	0.79	1.03	1.21	1.07	1.08	1.03	1.06	1.06	-
Standard error	0.06	0.17	0.18	0.06	0.06	0.19	0.17	0.23	0.19	0.20	0.14	0.13	0.23	0.06	0.09	0.07	0.09	0.23	-

Disability and Work Survey

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Absolutes/col percents

Table 4

Q2. To what extent are you confident, or not, about the following statements?

Base: All respondents with a longstanding condition physical or mental condition or disability

If I disclose my disability or health condition to a potential employer at interview stage it will not negatively affect my likelihood of getting a job

	Gender			Age						Social Grade				Employment Sector	
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Very/ Fairly confident	79 21%	42 22%	38 20%	7 24%	6 13%	7 14%	13 16%	13 21%	33 30%	17 25%	20 24%	13 20%	29 18%	5 24%	25 26%
Very confident	(4) 6%	12 6%	12 6%	- -	1 3%	4 9%	4 5%	7 11%	7 6%	3 5%	5 6%	4 5%	12 8%	1 6%	7 7%
Fairly confident	(3) 15%	30 16%	26 13%	7 24%	4 10%	3 5%	8 10%	6 10%	26 23%	14 21%	15 18%	10 14%	17 10%	4 17%	18 19%
Not very confident	(2) 22%	39 21%	44 23%	4 12%	10 21%	10 22%	22 27%	14 22%	24 21%	14 21%	19 23%	17 25%	33 20%	4 19%	26 27%
Not at all confident	(1) 40%	79 42%	74 39%	17 55%	23 51%	22 46%	37 45%	24 38%	30 27%	21 31%	31 37%	27 41%	74 45%	9 39%	33 34%
NET: Not at all/ Not very confident	236 62%	119 62%	118 62%	21 67%	33 73%	33 68%	59 72%	38 59%	54 48%	35 52%	50 60%	44 66%	107 66%	13 58%	59 61%
Don't know	65 17%	30 16%	35 18%	2 8%	7 15%	8 18%	10 12%	13 20%	25 22%	15 23%	13 16%	10 14%	27 16%	4 18%	12 13%
Mean	1.84	1.84	1.85	1.67	1.59	1.72	1.73	1.92	2.12	1.99	1.91	1.82	1.76	1.89	1.99
Standard deviation	0.97	0.98	0.97	0.88	0.84	1.01	0.90	1.07	0.99	0.96	0.98	0.94	0.99	1.02	0.97
Standard error	0.05	0.07	0.08	0.15	0.15	0.14	0.10	0.14	0.10	0.13	0.11	0.13	0.08	0.23	0.10

Disability and Work Survey

ONLINE Fieldwork: 21st - 22nd October 2015

Absolutes/col percents

Table 4

Q2. To what extent are you confident, or not, about the following statements?**Base: All respondents with a longstanding condition physical or mental condition or disability****If I disclose my disability or health condition to a potential employer at interview stage it will not negatively affect my likelihood of getting a job**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Very/ Fairly confident	79 21%	15 36%	5 22%	60 19%	3 15%	9 25%	3 14%	9 31%	8 24%	7 19%	2 6%	11 17%	7 21%	79 21%	22 16%	41 20%	32 23%	5 22%	-
Very confident	(4) 24 6%	2 5%	2 10%	20 6%	1 5%	3 7%	- -	4 14%	4 14%	3 10%	- -	4 6%	1 3%	24 6%	5 3%	12 6%	13 9%	1 6%	-
Fairly confident	(3) 55 15%	13 31%	3 12%	40 13%	2 11%	7 18%	3 14%	5 18%	3 10%	3 9%	2 6%	7 12%	6 17%	55 15%	17 12%	29 14%	20 14%	4 16%	-
Not very confident	(2) 83 22%	13 32%	6 28%	64 20%	1 7%	5 14%	6 25%	6 22%	9 28%	5 14%	12 29%	11 17%	8 22%	83 22%	26 19%	47 22%	33 24%	6 27%	-
Not at all confident	(1) 153 40%	10 23%	9 39%	135 42%	13 70%	14 39%	11 47%	9 29%	12 37%	16 43%	18 44%	30 46%	12 34%	153 40%	72 51%	82 39%	58 41%	10 46%	-
NET: Not at all/ Not very confident	236 62%	23 56%	15 66%	199 63%	15 77%	19 53%	16 72%	15 51%	20 65%	21 57%	31 73%	41 64%	20 56%	236 62%	98 70%	129 61%	91 64%	16 72%	-
Don't know	65 17%	4 9%	3 12%	59 19%	2 8%	8 22%	3 14%	5 17%	3 11%	8 24%	9 21%	12 19%	8 23%	65 17%	21 15%	41 19%	18 13%	1 5%	-
Mean	1.84	2.19	1.92	1.79	1.45	1.92	1.62	2.19	2.01	1.81	1.52	1.70	1.87	1.84	1.62	1.83	1.89	1.81	-
Standard deviation	0.97	0.89	1.04	0.97	0.91	1.07	0.77	1.11	1.09	1.09	0.64	0.96	0.93	0.97	0.88	0.96	1.02	0.95	-
Standard error	0.05	0.13	0.22	0.06	0.22	0.19	0.16	0.21	0.20	0.19	0.12	0.13	0.17	0.05	0.08	0.07	0.09	0.20	-

Disability and Work Survey

ONLINE Fieldwork: 21st - 22nd October 2015

Absolutes/col percents

Table 5

Q2. To what extent are you confident, or not, about the following statements?**Base: All respondents with a longstanding condition physical or mental condition or disability****If I disclose my disability or health condition to a new employer, it will not negatively affect how I am treated at work**

	Gender			Age						Social Grade				Employment Sector	
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Very/ Fairly confident	100 26%	58 30%	42 22%	9 29%	9 20%	7 15%	18 22%	19 30%	37 33%	19 28%	22 26%	22 32%	37 23%	4 19%	38 40%
Very confident	(4) 26 7%	16 9%	10 5%	2 8%	1 3%	2 4%	7 9%	6 9%	7 7%	5 7%	6 7%	8 12%	7 5%	2 9%	12 12%
Fairly confident	(3) 73 19%	41 22%	32 17%	6 21%	8 17%	5 11%	11 13%	13 21%	30 27%	15 21%	16 19%	13 20%	30 18%	2 10%	27 28%
Not very confident	(2) 95 25%	36 19%	59 31%	7 22%	11 24%	19 39%	21 26%	17 27%	21 18%	15 22%	25 30%	18 27%	37 22%	8 35%	26 27%
Not at all confident	(1) 112 29%	62 32%	50 26%	12 39%	16 36%	14 30%	30 37%	16 25%	24 21%	14 20%	20 25%	20 30%	58 35%	7 31%	20 21%
NET: Not at all/ Not very confident	207 54%	98 51%	109 57%	18 60%	27 60%	33 69%	51 63%	33 51%	44 39%	29 43%	45 55%	38 57%	94 58%	14 66%	45 47%
Don't know	74 20%	35 18%	40 21%	3 11%	9 19%	7 16%	13 15%	12 18%	31 27%	20 29%	15 18%	7 11%	32 20%	3 16%	12 13%
Mean	2.05	2.08	2.01	1.98	1.84	1.88	1.92	2.19	2.26	2.21	2.11	2.16	1.90	1.96	2.36
Standard deviation	0.97	1.04	0.90	1.03	0.90	0.84	1.00	1.00	0.98	0.98	0.95	1.05	0.94	0.97	1.00
Standard error	0.05	0.08	0.07	0.17	0.16	0.12	0.11	0.13	0.10	0.14	0.11	0.14	0.08	0.22	0.10

Disability and Work Survey

ONLINE Fieldwork: 21st - 22nd October 2015

Absolutes/col percents

Table 5

Q2. To what extent are you confident, or not, about the following statements?**Base: All respondents with a longstanding condition physical or mental condition or disability****If I disclose my disability or health condition to a new employer, it will not negatively affect how I am treated at work**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Very/ Fairly confident	100 26%	18 43%	7 32%	75 24%	2 13%	8 23%	5 21%	11 37%	11 36%	10 27%	6 15%	12 19%	9 25%	100 26%	25 18%	58 28%	39 28%	4 19%	-
Very confident	(4) 26 7%	4 9%	2 10%	20 6%	-	2 7%	-	4 13%	4 14%	3 10%	2 4%	4 6%	1 4%	26 7%	7 5%	13 6%	13 9%	1 6%	-
Fairly confident	(3) 73 19%	14 33%	5 22%	55 17%	2 13%	6 17%	5 21%	7 24%	7 22%	6 18%	5 11%	8 13%	8 21%	73 19%	19 13%	45 21%	26 19%	3 13%	-
Not very confident	(2) 95 25%	9 23%	6 28%	79 25%	5 27%	9 25%	4 18%	6 20%	7 23%	5 15%	15 35%	19 30%	9 26%	95 25%	32 22%	54 25%	38 27%	8 35%	-
Not at all confident	(1) 112 29%	8 20%	6 28%	97 31%	10 52%	10 28%	9 41%	7 24%	8 25%	12 35%	12 29%	21 32%	8 22%	112 29%	61 43%	51 24%	45 32%	8 36%	-
NET: Not at all/ Not very confident	207 54%	17 42%	13 57%	177 56%	15 79%	19 53%	13 58%	13 44%	15 47%	18 49%	27 64%	40 62%	17 47%	207 54%	93 66%	105 50%	83 58%	16 70%	-
Don't know	74 20%	6 15%	3 12%	66 21%	2 8%	9 24%	5 20%	5 19%	5 17%	8 24%	9 21%	13 20%	10 28%	74 20%	23 17%	48 23%	20 14%	2 11%	-
Mean	2.05	2.38	2.15	1.99	1.57	2.03	1.76	2.31	2.30	2.03	1.87	1.90	2.10	2.05	1.76	2.13	2.06	1.88	-
Standard deviation	0.97	0.97	1.03	0.96	0.74	0.99	0.87	1.09	1.08	1.11	0.84	0.92	0.90	0.97	0.92	0.95	1.00	0.91	-
Standard error	0.05	0.15	0.21	0.06	0.18	0.18	0.19	0.21	0.20	0.19	0.15	0.12	0.17	0.05	0.08	0.07	0.09	0.19	-

Disability and Work Survey

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Absolutes/col percents

Table 6

Q2. To what extent are you confident, or not, about the following statements?

Base: All respondents with a longstanding condition physical or mental condition or disability
Any new employer will give me the support I need with my disability or health condition at work

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Very/ Fairly confident	80 21%	42 22%	38 20%	7 23%	7 16%	7 14%	13 16%	15 23%	31 27%	13 20%	17 21%	16 25%	32 20%	4 18%	28 29%
Very confident	(4) 17 4%	9 5%	8 4%	1 4%	1 3%	1 2%	- -	6 9%	8 7%	3 4%	3 4%	5 7%	6 4%	- -	5 5%
Fairly confident	(3) 63 16%	33 17%	29 15%	6 19%	6 13%	6 13%	13 16%	9 14%	23 20%	10 16%	14 17%	12 17%	26 16%	4 18%	23 24%
Not very confident	(2) 90 24%	45 23%	46 24%	8 25%	8 18%	14 28%	22 28%	16 26%	22 19%	17 25%	24 29%	17 26%	32 20%	4 17%	28 29%
Not at all confident	(1) 133 35%	67 35%	66 34%	13 42%	19 43%	18 38%	33 41%	17 26%	32 29%	20 30%	26 31%	24 36%	62 38%	9 40%	28 29%
NET: Not at all/ Not very confident	223 58%	111 59%	111 58%	21 68%	28 61%	32 67%	56 68%	33 52%	54 48%	37 55%	50 60%	42 62%	94 58%	13 58%	56 58%
Don't know	79 21%	37 19%	42 22%	3 10%	10 23%	9 19%	13 16%	16 25%	28 25%	17 25%	15 19%	9 14%	37 23%	5 24%	13 13%
Mean	1.88	1.90	1.86	1.82	1.69	1.73	1.70	2.09	2.07	1.92	1.92	1.95	1.81	1.71	2.06
Standard deviation	0.93	0.94	0.92	0.92	0.90	0.81	0.77	1.02	1.01	0.92	0.89	0.98	0.93	0.85	0.92
Standard error	0.05	0.07	0.07	0.15	0.17	0.12	0.09	0.14	0.11	0.12	0.10	0.13	0.08	0.20	0.09

Disability and Work Survey

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Absolutes/col percents

Table 6

Q2. To what extent are you confident, or not, about the following statements?

Base: All respondents with a longstanding condition physical or mental condition or disability
Any new employer will give me the support I need with my disability or health condition at work

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Very/ Fairly confident	80 21%	13 33%	7 30%	60 19%	3 18%	8 21%	5 24%	7 26%	8 25%	6 17%	5 12%	13 20%	4 11%	80 21%	20 14%	45 22%	34 24%	3 15%	-
Very confident	(4) 17 4%	1 3%	2 10%	14 4%	- -	3 9%	- -	2 8%	1 4%	2 6%	1 3%	4 6%	- -	17 4%	3 2%	10 5%	11 8%	- -	-
Fairly confident	(3) 63 16%	12 30%	4 20%	46 14%	3 18%	4 12%	5 24%	5 17%	7 21%	4 11%	4 9%	9 14%	4 11%	63 16%	18 12%	36 17%	23 16%	3 15%	-
Not very confident	(2) 90 24%	12 28%	6 26%	73 23%	2 10%	8 21%	5 21%	7 23%	8 24%	8 22%	11 27%	16 25%	9 24%	90 24%	38 27%	47 22%	34 24%	4 20%	-
Not at all confident	(1) 133 35%	9 22%	7 32%	117 37%	11 57%	13 35%	10 43%	7 22%	11 34%	13 36%	17 41%	24 37%	11 32%	133 35%	58 41%	70 33%	50 36%	10 45%	-
NET: Not at all/ Not very confident	223 58%	21 50%	13 59%	189 60%	13 67%	20 56%	15 64%	13 45%	18 58%	21 58%	29 69%	40 62%	20 56%	223 58%	96 68%	117 55%	85 60%	15 65%	-
Don't know	79 21%	7 17%	3 12%	69 22%	3 15%	8 23%	3 13%	9 29%	5 16%	9 25%	8 20%	12 18%	12 33%	79 21%	25 18%	48 23%	23 16%	4 19%	-
Mean	1.88	2.16	2.08	1.83	1.54	1.92	1.78	2.16	1.95	1.84	1.66	1.85	1.69	1.88	1.70	1.91	1.96	1.63	-
Standard deviation	0.93	0.87	1.04	0.92	0.85	1.05	0.86	1.02	0.95	0.98	0.82	0.95	0.75	0.93	0.81	0.94	1.00	0.81	-
Standard error	0.05	0.14	0.22	0.06	0.20	0.18	0.18	0.21	0.18	0.17	0.15	0.13	0.15	0.05	0.07	0.07	0.09	0.18	-

Disability and Work Survey

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Absolutes/col percents

Table 7

Q3. To what extent do you agree or disagree with each of the following statements?

Base: All respondents (*with a longstanding condition physical or mental condition or disability)

Summary table

		I have experienced bullying or harassment at work	I have been unfairly overlooked for promotion at work	My employer is invested in my professional development	I have experienced discrimination relating to my disability at work*	I have the same opportunities at work as my non-disabled colleagues*	My employer has judged my work more negatively than the work of my colleagues as a result of my disability*
Unweighted base		2068	2068	2068	423	423	423
Weighted base		2068	2068	2068	381	381	381
NET: Agree		542 26%	498 24%	650 31%	95 25%	159 42%	82 22%
Agree strongly	(4)	201 10%	152 7%	141 7%	36 9%	51 13%	28 7%
Tend to agree	(3)	341 16%	346 17%	509 25%	60 16%	108 28%	54 14%
Tend to disagree	(2)	399 19%	500 24%	404 20%	67 18%	53 14%	60 16%
Disagree strongly	(1)	842 41%	630 30%	406 20%	123 32%	56 15%	123 32%
NET: Disagree		1242 60%	1130 55%	811 39%	190 50%	109 29%	183 48%
Don't know		284 14%	440 21%	607 29%	95 25%	112 29%	115 30%
Mean		1.94	2.01	2.26	2.03	2.58	1.95
Standard deviation		1.05	0.99	0.97	1.07	1.02	1.05
Standard error		0.03	0.02	0.03	0.06	0.06	0.06

Disability and Work Survey

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Absolutes/col percents

Table 8

Q3. To what extent do you agree or disagree with each of the following statements?

Base: All respondents

I have experienced bullying or harassment at work

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	2068	1056	1012	264	277	348	375	295	509	535	615	370	548	262	848
Weighted base	2068	1007	1061	240	358	339	368	298	464	556	556	451	505	281	890
NET: Agree	542 26%	248 25%	294 28%	54 23%	109 31%	118 35%	111 30%	61 21%	88 19%	142 26%	156 28%	113 25%	131 26%	106 38%	243 27%
Agree strongly	(4) 10%	201 8%	116 11%	14 6%	39 11%	49 14%	52 14%	23 8%	24 5%	43 8%	51 9%	48 11%	60 12%	44 16%	90 10%
Tend to agree	(3) 16%	341 16%	178 17%	40 17%	70 20%	70 21%	59 16%	38 13%	63 14%	99 18%	106 19%	65 14%	71 14%	62 22%	153 17%
Tend to disagree	(2) 19%	399 20%	198 19%	63 26%	75 21%	67 20%	72 19%	59 20%	63 14%	116 21%	111 20%	101 22%	71 14%	52 19%	217 24%
Disagree strongly	(1) 41%	842 42%	422 40%	81 34%	127 36%	116 34%	157 43%	142 48%	219 47%	242 44%	211 38%	192 43%	197 39%	107 38%	369 41%
NET: Disagree	1242 60%	622 62%	620 58%	145 60%	203 57%	183 54%	229 62%	201 67%	282 61%	358 64%	322 58%	293 65%	268 53%	159 57%	587 66%
Don't know	284 14%	138 14%	146 14%	41 17%	46 13%	38 11%	29 8%	36 12%	94 20%	56 10%	78 14%	45 10%	106 21%	15 5%	60 7%
Mean	1.94	1.90	1.99	1.94	2.07	2.17	2.02	1.78	1.71	1.88	1.99	1.92	1.98	2.16	1.96
Standard deviation	1.05	1.03	1.08	0.95	1.07	1.11	1.12	1.00	0.97	1.01	1.04	1.05	1.13	1.13	1.03
Standard error	0.03	0.03	0.04	0.07	0.07	0.06	0.06	0.06	0.05	0.05	0.05	0.06	0.05	0.07	0.04

Disability and Work Survey

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Absolutes/col percents

Table 8

Q3. To what extent do you agree or disagree with each of the following statements?**Base: All respondents****I have experienced bullying or harassment at work**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	2068	195	113	1760	86	210	182	199	139	217	256	296	175	423	155	237	160	25	1602
Weighted base	2068	180	105	1783	87	238	176	186	153	200	273	289	182	381	141	211	142	22	1641
NET: Agree	542 26%	46 26%	27 26%	469 26%	30 34%	67 28%	56 32%	46 25%	36 23%	59 30%	68 25%	66 23%	41 23%	107 28%	51 36%	58 28%	33 23%	6 29%	425 26%
Agree strongly	(4) 201 10%	16 9%	6 5%	179 10%	11 13%	26 11%	22 13%	17 9%	11 7%	27 13%	27 10%	24 8%	14 8%	50 13%	32 23%	25 12%	17 12%	6 26%	147 9%
Tend to agree	(3) 341 16%	30 17%	22 20%	289 16%	19 21%	41 17%	34 19%	29 16%	25 16%	33 16%	40 15%	42 15%	27 15%	56 15%	18 13%	33 16%	16 12%	1 3%	278 17%
Tend to disagree	(2) 399 19%	34 19%	23 22%	343 19%	16 19%	50 21%	30 17%	28 15%	26 17%	45 22%	51 19%	52 18%	45 25%	55 15%	26 19%	26 12%	17 12%	2 8%	330 20%
Disagree strongly	(1) 842 41%	78 43%	44 42%	720 40%	29 34%	91 38%	75 43%	78 42%	72 47%	70 35%	110 40%	124 43%	70 39%	139 36%	38 27%	79 38%	57 40%	7 30%	693 42%
NET: Disagree	1242 60%	112 62%	67 64%	1063 60%	46 53%	141 59%	105 60%	106 57%	98 64%	115 57%	161 59%	176 61%	115 63%	194 51%	64 45%	105 50%	74 52%	9 39%	1024 62%
Don't know	284 14%	22 12%	11 10%	251 14%	11 13%	29 12%	14 8%	34 18%	20 13%	26 13%	44 16%	47 16%	25 14%	80 21%	27 19%	47 22%	35 25%	7 32%	193 12%
Mean	1.94	1.90	1.88	1.95	2.16	2.01	2.02	1.90	1.81	2.09	1.93	1.86	1.91	2.06	2.40	2.02	1.93	2.36	1.92
Standard deviation	1.05	1.04	0.96	1.06	1.11	1.07	1.11	1.07	1.01	1.09	1.07	1.03	0.99	1.15	1.21	1.14	1.15	1.42	1.03
Standard error	0.03	0.08	0.10	0.03	0.13	0.08	0.09	0.08	0.09	0.08	0.07	0.07	0.08	0.06	0.11	0.08	0.11	0.34	0.03

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Absolutes/col percents

Table 9

Q3. To what extent do you agree or disagree with each of the following statements?

Base: All respondents

I have been unfairly overlooked for promotion at work

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	2068	1056	1012	264	277	348	375	295	509	535	615	370	548	262	848
Weighted base	2068	1007	1061	240	358	339	368	298	464	556	556	451	505	281	890
NET: Agree	498 24%	275 27%	222 21%	44 18%	116 32%	105 31%	98 27%	70 23%	65 14%	149 27%	131 24%	108 24%	110 22%	110 39%	233 26%
Agree strongly	(4) 7%	152 10%	98 5%	11 5%	40 11%	39 11%	38 10%	11 4%	13 3%	36 7%	42 8%	35 8%	39 8%	32 11%	81 9%
Tend to agree	(3) 17%	346 18%	178 16%	33 14%	76 21%	66 20%	60 16%	59 20%	52 11%	113 20%	89 16%	73 16%	71 14%	78 28%	152 17%
Tend to disagree	(2) 24%	500 24%	246 24%	254 24%	65 27%	94 26%	84 25%	90 24%	75 25%	93 20%	157 28%	148 27%	108 24%	86 17%	259 29%
Disagree strongly	(1) 30%	630 28%	285 28%	346 33%	52 22%	88 25%	100 29%	129 35%	99 33%	162 35%	149 27%	159 29%	167 37%	155 31%	286 32%
NET: Disagree	1130 55%	530 53%	600 57%	117 49%	182 51%	184 54%	219 59%	174 58%	255 55%	307 55%	307 55%	275 61%	242 48%	147 52%	545 61%
Don't know	440 21%	201 20%	239 23%	79 33%	60 17%	50 15%	52 14%	55 18%	144 31%	100 18%	119 21%	68 15%	153 30%	24 9%	112 13%
Mean	2.01	2.11	1.92	2.02	2.23	2.15	2.02	1.92	1.74	2.08	2.03	1.94	1.98	2.27	2.04
Standard deviation	0.99	1.02	0.94	0.90	1.02	1.05	1.04	0.91	0.88	0.94	0.97	0.99	1.04	1.00	0.99
Standard error	0.02	0.04	0.03	0.07	0.07	0.06	0.06	0.06	0.05	0.04	0.04	0.06	0.05	0.06	0.04

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Absolutes/col percents

Table 9

Q3. To what extent do you agree or disagree with each of the following statements?**Base: All respondents****I have been unfairly overlooked for promotion at work**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	2068	195	113	1760	86	210	182	199	139	217	256	296	175	423	155	237	160	25	1602
Weighted base	2068	180	105	1783	87	238	176	186	153	200	273	289	182	381	141	211	142	22	1641
NET: Agree	498 24%	45 25%	24 23%	429 24%	19 22%	61 25%	37 21%	46 25%	40 26%	54 27%	73 27%	66 23%	33 18%	82 22%	42 30%	47 22%	32 22%	3 12%	406 25%
Agree strongly (4)	152 7%	20 11%	5 4%	128 7%	5 6%	22 9%	9 5%	15 8%	10 6%	15 7%	21 8%	24 8%	6 3%	26 7%	18 13%	14 6%	15 10%	1 2%	120 7%
Tend to agree (3)	346 17%	25 14%	19 18%	302 17%	14 16%	38 16%	27 15%	31 16%	31 20%	39 20%	53 19%	42 14%	28 15%	56 15%	24 17%	33 16%	17 12%	2 10%	287 17%
Tend to disagree (2)	500 24%	37 21%	26 25%	437 25%	23 27%	57 24%	43 25%	46 25%	36 24%	54 27%	56 20%	69 24%	52 28%	76 20%	29 21%	39 19%	21 15%	6 26%	411 25%
Disagree strongly (1)	630 30%	62 34%	35 33%	534 30%	21 25%	76 32%	67 38%	43 23%	54 35%	55 27%	79 29%	86 30%	53 29%	107 28%	32 23%	58 27%	38 27%	4 17%	512 31%
NET: Disagree	1130 55%	99 55%	61 58%	971 54%	45 51%	133 56%	110 63%	90 48%	90 59%	109 54%	134 49%	155 54%	104 57%	183 48%	62 44%	97 46%	59 42%	10 44%	923 56%
Don't know	440 21%	37 20%	21 20%	383 21%	23 27%	44 18%	29 17%	51 27%	22 15%	37 19%	65 24%	68 24%	44 24%	116 30%	38 27%	67 32%	51 36%	10 44%	311 19%
Mean	2.01	2.02	1.92	2.02	2.05	2.03	1.86	2.13	1.97	2.09	2.08	2.02	1.90	2.00	2.27	2.02	2.09	1.96	2.01
Standard deviation	0.99	1.08	0.93	0.98	0.95	1.03	0.94	0.99	0.97	0.97	1.02	1.01	0.86	1.01	1.09	1.01	1.12	0.84	0.98
Standard error	0.02	0.09	0.10	0.03	0.12	0.08	0.08	0.08	0.09	0.07	0.07	0.07	0.08	0.06	0.10	0.08	0.11	0.22	0.03

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Absolutes/col percents

Table 10

Q3. To what extent do you agree or disagree with each of the following statements?

Base: All respondents

My employer is invested in my professional development

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	2068	1056	1012	264	277	348	375	295	509	535	615	370	548	262	848
Weighted base	2068	1007	1061	240	358	339	368	298	464	556	556	451	505	281	890
NET: Agree	650 31%	330 33%	320 30%	102 42%	134 37%	121 36%	111 30%	64 22%	118 25%	220 40%	192 35%	144 32%	93 18%	143 51%	325 36%
Agree strongly	(4) 7%	141 9%	89 5%	52 10%	23 8%	30 6%	22 7%	27 4%	12 6%	27 9%	50 8%	42 7%	33 3%	17 13%	68 8%
Tend to agree	(3) 25%	509 24%	241 25%	268 33%	79 29%	104 29%	100 23%	84 17%	52 20%	91 31%	171 27%	150 25%	111 15%	77 38%	256 29%
Tend to disagree	(2) 20%	404 22%	222 17%	183 16%	37 21%	75 23%	78 24%	87 28%	84 9%	43 21%	114 21%	117 21%	96 15%	77 24%	236 27%
Disagree strongly	(1) 20%	406 20%	196 20%	210 20%	31 13%	67 19%	72 21%	93 25%	58 19%	86 18%	87 16%	94 17%	98 22%	127 25%	189 21%
NET: Disagree	811 39%	418 42%	393 37%	68 28%	142 40%	151 44%	180 49%	142 48%	129 28%	201 36%	211 38%	195 43%	204 40%	110 39%	425 48%
Don't know	607 29%	259 26%	348 33%	70 29%	83 23%	67 20%	77 21%	92 31%	217 47%	135 24%	153 27%	112 25%	208 41%	28 10%	140 16%
Mean	2.26	2.30	2.23	2.56	2.35	2.26	2.15	2.09	2.24	2.43	2.35	2.23	1.94	2.54	2.27
Standard deviation	0.97	0.99	0.96	0.94	0.96	0.94	0.98	0.88	1.05	0.95	0.95	0.98	0.95	0.93	0.94
Standard error	0.03	0.04	0.04	0.07	0.07	0.06	0.06	0.06	0.06	0.05	0.05	0.06	0.05	0.06	0.04

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Absolutes/col percents

Table 10

Q3. To what extent do you agree or disagree with each of the following statements?**Base: All respondents****My employer is invested in my professional development**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	2068	195	113	1760	86	210	182	199	139	217	256	296	175	423	155	237	160	25	1602
Weighted base	2068	180	105	1783	87	238	176	186	153	200	273	289	182	381	141	211	142	22	1641
NET: Agree	650 31%	66 37%	35 33%	549 31%	20 23%	95 40%	61 35%	56 30%	41 27%	68 34%	68 25%	91 32%	50 28%	102 27%	30 21%	57 27%	41 29%	7 29%	535 33%
Agree strongly	(4) 141 7%	11 6%	8 8%	122 7%	3 3%	19 8%	12 7%	10 6%	11 7%	11 5%	15 5%	25 9%	16 9%	28 7%	6 4%	15 7%	18 12%	1 6%	109 7%
Tend to agree	(3) 509 25%	55 30%	27 25%	428 24%	17 20%	75 32%	48 27%	46 25%	30 19%	57 28%	54 20%	67 23%	34 19%	74 20%	24 17%	42 20%	23 16%	5 23%	426 26%
Tend to disagree	(2) 404 20%	31 17%	26 25%	347 19%	18 21%	45 19%	38 22%	24 13%	34 22%	43 21%	52 19%	49 17%	44 24%	56 15%	32 22%	22 11%	12 9%	2 9%	335 20%
Disagree strongly	(1) 406 20%	27 15%	16 15%	364 20%	21 24%	40 17%	37 21%	39 21%	35 23%	35 17%	67 24%	54 19%	35 19%	69 18%	31 22%	36 17%	28 20%	2 9%	331 20%
NET: Disagree	811 39%	58 32%	42 40%	711 40%	39 45%	85 36%	76 43%	63 34%	69 45%	78 39%	118 43%	104 36%	79 43%	125 33%	63 44%	59 28%	40 28%	4 17%	666 41%
Don't know	607 29%	56 31%	28 27%	523 29%	28 32%	58 24%	39 22%	67 36%	43 28%	55 27%	86 32%	94 33%	53 29%	153 40%	49 35%	95 45%	61 43%	12 53%	440 27%
Mean	2.26	2.40	2.36	2.24	2.03	2.41	2.26	2.23	2.16	2.30	2.09	2.32	2.24	2.27	2.05	2.30	2.38	2.57	2.26
Standard deviation	0.97	0.93	0.93	0.98	0.92	0.95	0.96	1.00	0.99	0.92	0.98	1.02	0.99	1.03	0.93	1.05	1.17	0.98	0.96
Standard error	0.03	0.08	0.10	0.03	0.12	0.08	0.08	0.09	0.10	0.08	0.07	0.07	0.09	0.07	0.09	0.09	0.12	0.28	0.03

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Absolutes/col percents

Table 11

Q3. To what extent do you agree or disagree with each of the following statements?

**Base: All respondents with a longstanding condition physical or mental condition or disability
I have experienced discrimination relating to my disability at work**

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Agree	95 25%	47 25%	49 25%	10 32%	17 38%	12 25%	30 37%	15 24%	11 10%	14 21%	19 23%	23 34%	39 24%	10 46%	33 35%
Agree strongly	(4) 36 9%	19 10%	17 9%	5 18%	5 10%	7 14%	14 17%	2 4%	3 2%	4 5%	7 8%	10 14%	16 10%	5 21%	11 11%
Tend to agree	(3) 60 16%	28 15%	31 16%	4 14%	13 28%	5 11%	16 20%	13 20%	9 8%	11 16%	12 15%	13 20%	23 14%	5 24%	22 23%
Tend to disagree	(2) 67 18%	35 18%	32 17%	9 30%	6 14%	13 28%	11 14%	10 15%	17 15%	10 15%	14 17%	19 29%	23 14%	6 25%	23 23%
Disagree strongly	(1) 123 32%	64 34%	60 31%	8 26%	12 26%	12 25%	23 29%	21 32%	48 43%	32 47%	29 35%	15 22%	48 29%	5 23%	38 39%
NET: Disagree	190 50%	98 52%	92 48%	17 56%	18 40%	25 53%	34 42%	30 47%	65 58%	42 62%	43 52%	34 51%	71 43%	11 48%	61 63%
Don't know	95 25%	45 24%	50 26%	4 13%	10 22%	11 22%	17 21%	18 28%	35 32%	11 17%	20 24%	10 15%	54 33%	1 6%	2 2%
Mean	2.03	2.01	2.04	2.27	2.29	2.18	2.32	1.94	1.56	1.75	1.96	2.31	2.06	2.47	2.07
Standard deviation	1.07	1.07	1.07	1.12	1.08	1.09	1.18	0.98	0.83	0.98	1.05	1.05	1.11	1.12	1.06
Standard error	0.06	0.08	0.09	0.20	0.19	0.16	0.14	0.14	0.09	0.13	0.12	0.14	0.10	0.24	0.10

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Absolutes/col percents

Table 11

Q3. To what extent do you agree or disagree with each of the following statements?

**Base: All respondents with a longstanding condition physical or mental condition or disability
I have experienced discrimination relating to my disability at work**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Agree	95 25%	7 18%	8 34%	81 25%	6 33%	9 24%	10 43%	8 28%	10 31%	6 17%	9 23%	16 25%	6 17%	95 25%	52 37%	48 23%	39 28%	4 20%	-
Agree strongly	(4) 36 9%	3 6%	5 22%	29 9%	3 16%	4 10%	3 12%	5 17%	4 14%	2 7%	2 5%	5 8%	1 1%	36 9%	22 16%	22 10%	20 14%	2 9%	-
Tend to agree	(3) 60 16%	5 12%	3 13%	52 16%	3 17%	5 14%	7 31%	3 11%	5 17%	4 11%	7 17%	11 17%	6 16%	60 16%	30 21%	26 12%	20 14%	2 11%	-
Tend to disagree	(2) 67 18%	10 24%	4 16%	53 17%	3 14%	7 19%	- -	4 15%	8 24%	3 9%	5 11%	15 24%	8 23%	67 18%	26 18%	34 16%	17 12%	3 12%	-
Disagree strongly	(1) 123 32%	17 41%	6 29%	100 32%	5 24%	11 31%	9 40%	10 33%	7 21%	16 43%	17 40%	20 30%	7 19%	123 32%	34 24%	72 34%	49 34%	4 19%	-
NET: Disagree	190 50%	27 65%	10 45%	154 48%	7 38%	18 51%	9 40%	14 48%	14 45%	19 52%	22 52%	35 54%	15 42%	190 50%	60 42%	106 50%	66 46%	7 32%	-
Don't know	95 25%	7 18%	5 21%	83 26%	6 29%	9 26%	4 16%	7 24%	8 24%	11 30%	11 26%	14 21%	15 41%	95 25%	29 21%	57 27%	37 26%	11 48%	-
Mean	2.03	1.80	2.34	2.04	2.34	2.03	2.18	2.16	2.31	1.73	1.83	2.03	1.98	2.03	2.36	1.98	2.10	2.19	-
Standard deviation	1.07	0.96	1.26	1.07	1.21	1.08	1.22	1.23	1.08	1.07	1.03	1.00	0.85	1.07	1.11	1.10	1.18	1.17	-
Standard error	0.06	0.15	0.27	0.07	0.31	0.21	0.27	0.25	0.22	0.19	0.19	0.13	0.17	0.06	0.10	0.08	0.11	0.32	-

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Absolutes/col percents

Table 12

Q3. To what extent do you agree or disagree with each of the following statements?

**Base: All respondents with a longstanding condition physical or mental condition or disability
I have the same opportunities at work as my non-disabled colleagues**

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Agree	159 42%	83 44%	77 40%	13 44%	18 40%	21 45%	34 42%	24 37%	49 43%	28 42%	39 48%	39 59%	53 32%	17 75%	63 66%
Agree strongly	(4) 51 13%	27 14%	24 12%	3 10%	6 14%	7 15%	11 14%	6 10%	17 15%	8 12%	13 16%	13 20%	17 10%	9 39%	21 22%
Tend to agree	(3) 108 28%	56 29%	53 28%	10 34%	12 26%	14 29%	23 28%	17 27%	32 29%	20 29%	26 32%	26 39%	36 22%	8 36%	42 44%
Tend to disagree	(2) 53 14%	27 14%	27 14%	5 18%	6 13%	7 15%	12 15%	11 18%	12 10%	12 18%	12 15%	8 11%	21 13%	3 13%	15 16%
Disagree strongly	(1) 56 15%	28 15%	27 14%	4 14%	7 16%	10 21%	15 19%	8 13%	11 10%	8 13%	9 11%	9 13%	29 18%	1 5%	13 14%
NET: Disagree	109 29%	55 29%	54 28%	9 31%	13 29%	17 36%	27 33%	19 31%	22 20%	21 30%	22 26%	16 24%	51 31%	4 18%	28 30%
Don't know	112 29%	52 27%	60 31%	7 25%	14 30%	9 19%	20 25%	20 32%	41 37%	19 28%	21 26%	11 17%	60 37%	1 6%	4 5%
Mean	2.58	2.60	2.56	2.55	2.55	2.49	2.49	2.51	2.77	2.57	2.71	2.79	2.39	3.17	2.78
Standard deviation	1.02	1.03	1.02	0.96	1.08	1.08	1.07	0.97	0.98	0.97	0.97	0.99	1.07	0.90	0.97
Standard error	0.06	0.08	0.09	0.18	0.20	0.16	0.13	0.14	0.11	0.13	0.11	0.14	0.10	0.19	0.09

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Table 12

Q3. To what extent do you agree or disagree with each of the following statements?**Base: All respondents with a longstanding condition physical or mental condition or disability****I have the same opportunities at work as my non-disabled colleagues**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Agree	159 42%	21 52%	11 52%	127 40%	7 38%	11 30%	8 35%	13 44%	16 51%	17 48%	15 37%	25 39%	14 38%	159 42%	53 38%	80 38%	46 33%	8 36%	-
Agree strongly	(4) 51 13%	7 18%	5 20%	39 12%	2 9%	1 4%	4 17%	5 16%	5 17%	7 20%	3 8%	8 12%	4 10%	51 13%	13 9%	27 13%	18 12%	* 2%	-
Tend to agree	(3) 108 28%	14 34%	7 31%	88 28%	6 29%	9 26%	4 18%	8 28%	11 35%	10 28%	12 30%	17 26%	10 28%	108 28%	40 28%	53 25%	29 20%	8 34%	-
Tend to disagree	(2) 53 14%	8 18%	1 4%	45 14%	4 19%	5 14%	4 19%	3 12%	6 20%	2 5%	4 9%	12 19%	4 12%	53 14%	21 15%	30 14%	23 16%	2 8%	-
Disagree strongly	(1) 56 15%	4 9%	4 17%	48 15%	2 12%	10 26%	4 18%	8 27%	2 7%	5 13%	8 18%	7 10%	3 9%	56 15%	30 22%	30 14%	29 21%	2 9%	-
NET: Disagree	109 29%	11 28%	5 21%	93 29%	6 31%	15 40%	8 36%	11 39%	9 27%	6 17%	11 27%	19 29%	8 21%	109 29%	51 36%	61 29%	52 37%	4 17%	-
Don't know	112 29%	8 20%	6 27%	98 31%	6 31%	11 30%	7 29%	5 18%	7 21%	13 35%	15 36%	21 32%	15 41%	112 29%	37 26%	70 33%	43 30%	10 47%	-
Mean	2.58	2.76	2.76	2.54	2.51	2.11	2.48	2.39	2.77	2.85	2.41	2.60	2.67	2.58	2.34	2.55	2.35	2.56	-
Standard deviation	1.02	0.95	1.13	1.02	0.97	1.00	1.14	1.16	0.90	1.09	1.04	0.96	0.94	1.02	1.03	1.04	1.09	0.84	-
Standard error	0.06	0.15	0.25	0.07	0.26	0.19	0.27	0.23	0.18	0.20	0.21	0.14	0.20	0.06	0.10	0.08	0.10	0.23	-

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Table 13

Q3. To what extent do you agree or disagree with each of the following statements?

Base: All respondents with a longstanding condition physical or mental condition or disability

My employer has judged my work more negatively than the work of my colleagues as a result of my disability

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Private
Unweighted base	423	223	200	39	39	61	93	69	122	71	98	63	191	23	114
Weighted base	381	190	191	30	45	48	81	64	112	68	82	67	164	22	96
NET: Agree	82 22%	41 22%	41 22%	10 31%	13 29%	14 29%	21 26%	14 22%	11 10%	13 19%	18 22%	18 27%	33 20%	6 29%	27 29%
Agree strongly	(4) 28 7%	15 8%	13 7%	2 7%	5 11%	4 9%	9 11%	3 5%	5 5%	2 3%	6 8%	7 10%	13 8%	2 8%	6 7%
Tend to agree	(3) 54 14%	26 14%	28 15%	7 24%	8 18%	9 20%	12 15%	11 17%	6 5%	11 16%	12 14%	11 17%	20 13%	5 22%	21 22%
Tend to disagree	(2) 60 16%	29 15%	31 16%	5 17%	6 13%	9 19%	12 14%	10 16%	18 16%	7 11%	11 13%	22 32%	20 12%	3 14%	26 27%
Disagree strongly	(1) 123 32%	59 31%	64 34%	8 27%	14 32%	14 30%	25 31%	18 28%	43 38%	27 40%	30 37%	19 28%	47 29%	11 50%	38 40%
NET: Disagree	183 48%	88 46%	95 50%	14 45%	20 45%	24 49%	37 46%	29 45%	60 54%	35 51%	41 50%	41 61%	67 41%	14 64%	64 67%
Don't know	115 30%	61 32%	54 28%	7 24%	12 26%	11 22%	23 29%	21 33%	41 36%	20 30%	23 28%	8 12%	63 39%	1 6%	5 5%
Mean	1.95	1.97	1.93	2.15	2.12	2.09	2.07	1.97	1.63	1.73	1.90	2.10	2.00	1.86	1.95
Standard deviation	1.05	1.06	1.04	1.04	1.14	1.06	1.12	0.99	0.92	0.95	1.08	0.99	1.10	1.06	0.97
Standard error	0.06	0.09	0.09	0.20	0.21	0.16	0.14	0.15	0.10	0.13	0.13	0.13	0.10	0.23	0.09

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Absolutes/col percents

Table 13

Q3. To what extent do you agree or disagree with each of the following statements?**Base: All respondents with a longstanding condition physical or mental condition or disability****My employer has judged my work more negatively than the work of my colleagues as a result of my disability**

	Region													Do you have a longstanding physical or mental condition or disability?					
	Total	Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West	NET: Yes	Yes - mental condition	Yes - physical condition	Yes - disability	Yes - other	No
Unweighted base	423	48	27	348	19	39	28	34	34	45	39	73	37	423	155	237	160	25	-
Weighted base	381	41	22	318	19	36	23	29	32	36	42	65	36	381	141	211	142	22	-
NET: Agree	82 22%	6 15%	6 28%	70 22%	5 26%	10 28%	7 33%	9 30%	6 19%	5 14%	5 12%	14 22%	8 23%	82 22%	41 29%	41 20%	33 24%	5 22%	-
Agree strongly	(4) 28 7%	3 8%	2 9%	23 7%	1 5%	3 8%	2 8%	4 14%	3 11%	1 2%	1 3%	5 8%	3 8%	28 7%	17 12%	15 7%	14 10%	2 9%	-
Tend to agree	(3) 54 14%	3 7%	4 19%	47 15%	4 22%	7 20%	6 25%	5 16%	3 8%	4 12%	4 9%	9 14%	5 15%	54 14%	24 17%	26 12%	19 14%	3 13%	-
Tend to disagree	(2) 60 16%	10 24%	2 9%	48 15%	3 14%	3 7%	1 6%	4 13%	9 29%	5 13%	5 13%	14 21%	4 12%	60 16%	24 17%	32 15%	15 11%	3 13%	-
Disagree strongly	(1) 123 32%	16 38%	7 33%	100 32%	5 26%	16 44%	8 37%	11 37%	6 18%	14 39%	13 32%	16 25%	11 30%	123 32%	39 28%	68 32%	44 31%	4 18%	-
NET: Disagree	183 48%	26 62%	9 42%	149 47%	8 40%	19 51%	10 43%	15 50%	15 47%	19 52%	19 45%	30 47%	15 42%	183 48%	63 45%	100 47%	59 42%	7 32%	-
Don't know	115 30%	9 23%	7 30%	99 31%	6 33%	8 21%	6 24%	6 20%	11 34%	12 34%	18 43%	20 31%	13 36%	115 30%	37 26%	70 33%	49 35%	10 47%	-
Mean	1.95	1.80	2.06	1.97	2.07	1.89	2.05	2.09	2.18	1.64	1.69	2.08	2.01	1.95	2.18	1.92	2.04	2.23	-
Standard deviation	1.05	0.99	1.16	1.05	1.04	1.11	1.14	1.19	1.04	0.88	0.93	1.03	1.11	1.05	1.12	1.05	1.14	1.15	-
Standard error	0.06	0.16	0.27	0.07	0.28	0.21	0.26	0.24	0.23	0.16	0.19	0.15	0.23	0.06	0.11	0.08	0.11	0.31	-