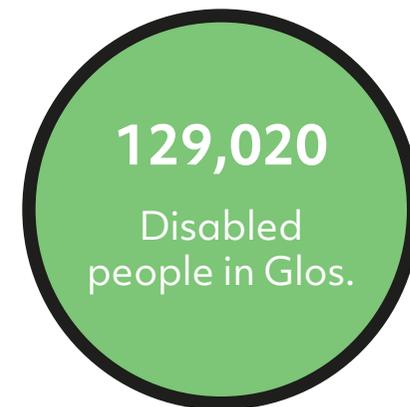
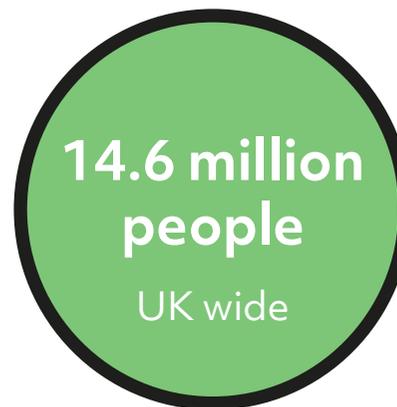


Statistics on Work and Employment

**Empowered
Employers.**

Disability in the UK & Gloucestershire



Gloucestershire Disability Employment Gap

Definition

Disability Employment Gap: The difference (in percentage points) between the proportion of economically active disabled and non-disabled people in work.

As of **December 2021**, the Gap in Gloucestershire was...

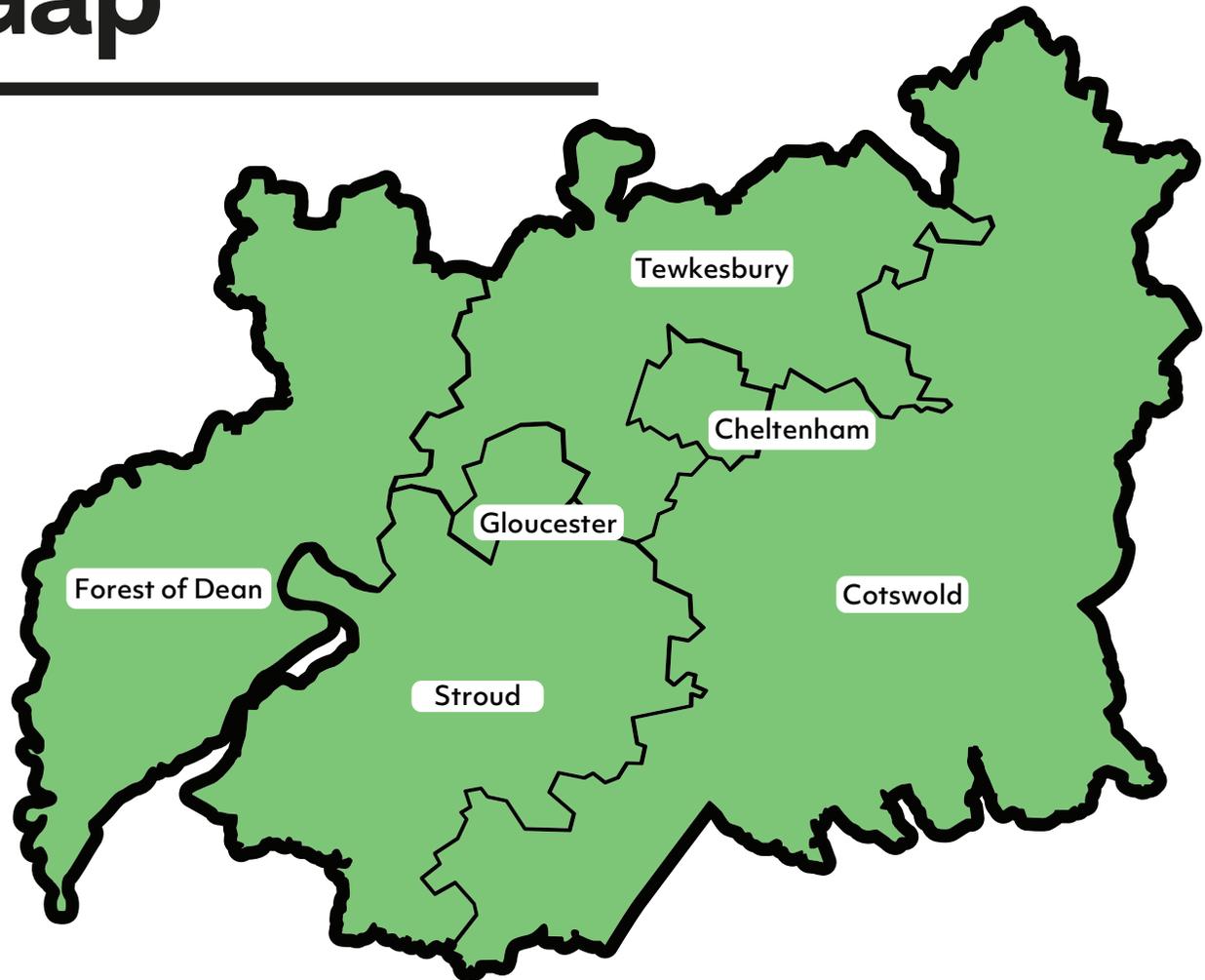
27.4%

Nationally, the average Gap in this time was **25** percentage points.

The Disability Employment Gap in Gloucestershire is higher than the average for England

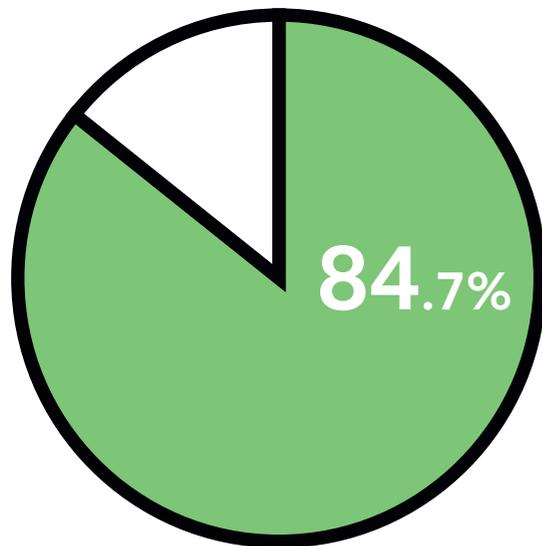
Gloucestershire Disability Employment Gap

Forest of Dean	46.1%
Tewkesbury	30.1%
Stroud	29.3%
Gloucester	27.8%
Cotswold	16.3%
Cheltenham	10.6%

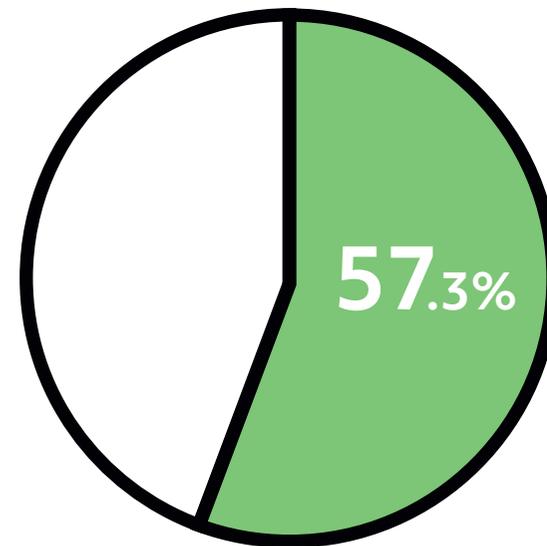


The Forest of Dean had the biggest disability employment gap of all districts in Gloucestershire (46 percentage points).

Gloucestershire Disability Employment Rate

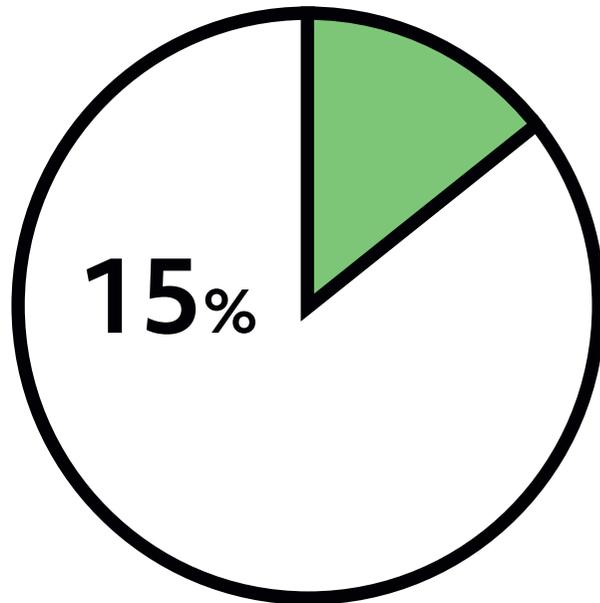


Gloucestershire Employment Rate
(Non-Disabled People)



Gloucestershire Employment Rate
(Disabled People)

Retaining Employees



Nationally, around **15%** of those in work have symptoms of a mental health problem



Those with a long-term mental health condition lose their jobs every year at around **double** the rate of those without a mental health condition.

What is the Disability Pay Gap?

Definition

Disability Pay Gap:

This is the difference between the average earnings of disabled and non-disabled people in work.

In 2021, the Office for National Statistics estimated the gap to be...

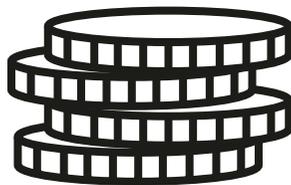
13.8%

In real terms this means that...

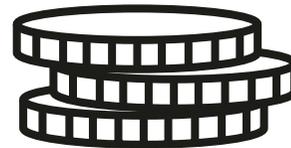
£1

=

86.2p



Non-disabled people



Disabled people

For those with long-term disabilities or health conditions that limit their day-to-day activities a lot, the pay gap was **19.9%**

For every £1 earned by non-disabled people, disabled people earn 86p, on average.

Disability Pay Gap

Analysis by the TUC in 2022 found the pay gap between non-disabled and disabled workers has increased to

17.2%

This is **£3,700 per year**
and **£2.05 per hour**

On average,
disabled women earn

over
£7,000
less

than non-disabled men

Behind the Disability Pay Gap

A number of factors are said to contribute to the disability pay gap...



Work Pattern

Disabled people are more likely to work part-time.



Occupation

Disabled people are more likely to be in lower paid occupations.



Leadership Opportunities

Disabled people are less likely to be employed as managers, directors or senior officials.



Structural Inequalities

Disabled people experience poorer education outcomes and more barriers to accessing work experience.

Disabled people experience disadvantage in a number of areas of employment that are said to contribute to the disability pay gap.

The following statistics are taken from the latest Department for Work and Pensions analysis of the employment rate in the year ending 31st March 2021

Learning Disability	Autism/ Neuro diversity	Mental Health Challenges	Neurological Condition	Visual Impairment	Hearing Impairment
Just over a quarter of people with severe or specific learning disabilities as their main health condition were employed	26.5% of people with autism as their main health condition were employed	A third of people with mental illness or other nervous disorders were employed The employment rate of those whose main condition was listed as depression, bad nerves, or anxiety was 55.7%	36.9% of people with epilepsy as their main health condition were employed.	Half of people with difficulty seeing as their main health condition were employed	Two-thirds of people with difficulty hearing were employed.

People with a learning disability as their main condition had the lowest employment rate in the year ending 31st March 2021

Physical Disability

The Office for National Statistics do not give a single figure for the proportion of people who have a physical disability. A number of categories are used to describe physical health conditions and impairments.

The employment of disabled people with physical impairments ranged from

54% - 61.9%

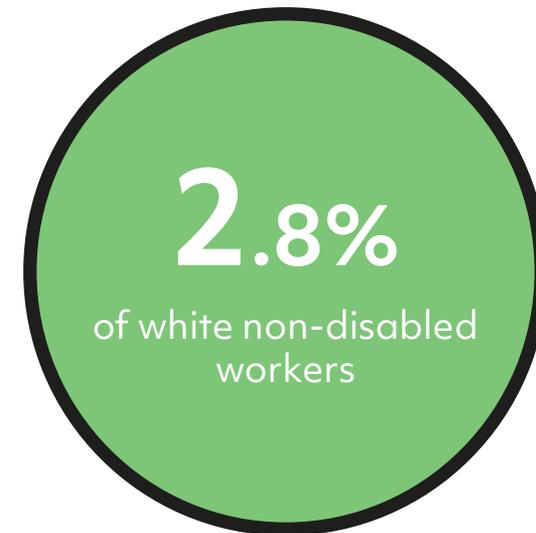
The lowest rate (54%) was for people with heart, blood pressure or blood circulation problems

Disability and Unemployment

The TUC Reported that...



Compared to...



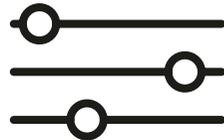
Misconceptions and Misperceptions

A Leonard Cheshire study found employers to perceive the following barriers...



69%

Cost of making
workplace
adjustments



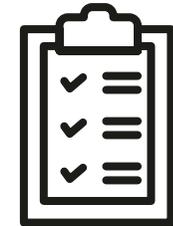
67%

Practicalities
of making
workplace
adjustments



44%

Accessibility of
the application
process



29%

Concerns
the disabled
person could
not do the job

Many employers perceive the process of making reasonable adjustments to be difficult, expensive and impractical.

A Lack of Flexible Working

30%

Jobs are advertised with flexible working

Flexible working | Can include the following:

- Part Time Working
- Jobs that offer home-working
- Flexible start and finish times
- Flexible shift patterns
- Remote working
- Term-time working
- The option to job share
- 'Agile working' that typically relates to full-time work where employers are open to flexible working patterns by arrangement with the employee

Fewer than a third of jobs are advertised with flexible working

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