

Easy Read



Llywodraeth Cymru  
Welsh Government

# Disability and Employment

Our response to 'Anything's Achievable with the Right Support: Tackling the Disability Employment Gap'



August 2025

# How to use this document



This is an Easy Read version of:

**“ESJC Report: Anything’s Achievable with the Right Support. Tackling the Disability Employment Gap - Welsh Government Response.”**



You might need help to read it. Ask someone you know to help you



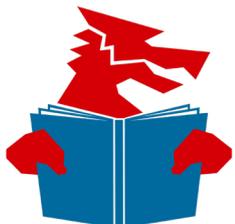
Llywodraeth Cymru  
Welsh Government

Where the document says **we**, this means **Welsh Government**. For more information contact:

**Website:** [www.gov.wales](http://www.gov.wales)

**Email:** [fairwork@gov.wales](mailto:fairwork@gov.wales)

**Phone:** 0300 060 4400



Hawdd ei Ddeall Cymru  
Easy Read Wales

[Easy Read Wales](#) made this document into Easy Read using **Photosymbols**. [To tell us what you think about this easy read version, click here.](#)

[Photosymbols Licence number 403527247](#)

# Contents

**About this document..... 4**

**Recommendation 1 ..... 5**

**Recommendation 2 ..... 9**

**Recommendation 3 .....11**

**Recommendation 4 .....13**

**Recommendation 5 .....15**

**Recommendation 6 .....17**

**Recommendation 7 .....19**

# About this document

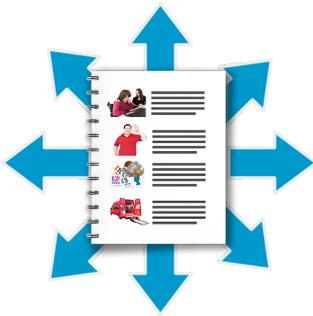


The **Equality and Social Justice Committee** wrote a report called:

[“Anything’s Achievable with the Right Support: Tackling the Disability Employment Gap”](#).



You can [read the Easy Read report on the Senedd website](#).



The report lists **7 recommendations** to support disabled people with employment.



A recommendation is something that the Committee thinks we should do.



This document is our response to what they think we should do.

# Recommendation 1



**People who can work, and want to work, should get the support they need.**

Welsh Government should:



- Finish the work of the Disability Rights Taskforce by May 2025.



- Finish changing policies based on the [Locked Out report](#) by May 2025.



- Publish the Disability Rights Action Plan by May 2025.



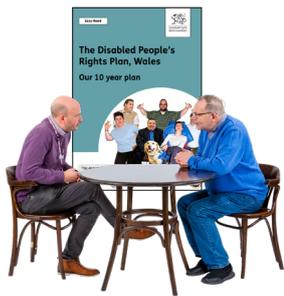
- Make the UN Convention on the Rights of Disabled People part of Welsh law by April 2026. We call this the UNCRPD for short.



**Our response: We agree with the idea, but we need to think about how it can happen.**



The Disability Rights Taskforce had its last meeting in January 2025.



At this meeting, they talked about the Disabled People's Rights Plan.



The Locked Out report and the new plan say it is important to work closely with disabled people.



A draft Plan will be published in May 2025. Draft means it can be changed.



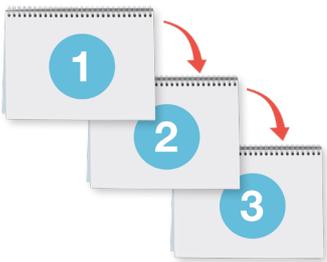
This plan will last for 10 years and involve all parts of Welsh Government.



The plan talks about what needs to be done to make sure disabled people are treated equally and fairly.



It looks at the differences between disabled and non-disabled people in work and pay.



It includes steps to make things fairer.



The plan also links to the law called the Equality Act. We will make sure disabled people are treated fairly in the workplace.



We will set up a group called an External Advisory Board. They will check our plans run well.

A group has been set up to look at:



- how to make the UNCRDP part of Welsh law,



- and how disabled people's rights could be protected.



This work will help make sure people's rights are protected. And make sure changes work in the best ways.

## Recommendation 2



**Look in detail at how Business Wales supports businesses to employ more disabled people.**



Welsh Government should review:

- the advice and guidance that is available
- how advice is shared with employers
- how businesses get support.



**Our response: We agree with the idea, but we need to think about how it can happen.**



Business Wales reviewed their services in 2023.



They work with our Disabled People's Employment Champions. They advise businesses about employing disabled workers.



Business Wales will review the guidance that is given to employers. They will continue to work with the Champions to improve awareness.

# Recommendation 3



The Welsh Government should set targets to measure the progress Champions make.



The Welsh Government should set goals for the Champions and write a report every year.

The report should talk about things like:



- the number of times they speak to employers



- how many people get jobs because of the Champions' work.



This should be in place by July 2025.



**Our response: We agree with the idea, but we need to think about how it can happen.**



We have published goals for the Champions.



We will write a report every 6 months that talks about the work they have done.



We think this will work better than giving information about numbers alone.

# Recommendation 4



**Ask the UK Government to improve the Disability Confident Scheme.**



The Welsh Government should say what improvements should be made.



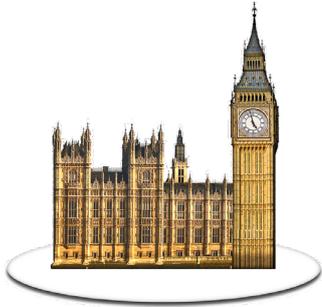
It should say how the changes will be made and by when.



If they do not make the changes, they should look into a new scheme.



**Our response: We agree.**



We are speaking to the UK Government about making changes to the Disability Confident Scheme.



We are also working with the Disability Rights Taskforce to look into creating a Welsh scheme.



We are talking to some employers about being Disability Confident. This is about helping disabled people in work.



We had 3 events with the Department for Work and Pensions to help organisations work together better.



We will report again at the end of the year.

# Recommendation 5



The government, councils and NHS organisations are employers. They can do more to close the Disability Employment Gap.



They should review how they work. And check it against the new Disability Action Plan coming out.



They should set goals to have Disability Confident Leaders.



They should make sure disabled people are treated equally and fairly in the workplace.



This should be done by the end of 2025.



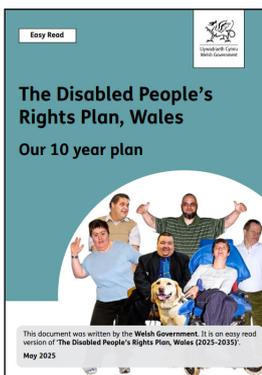
**Our response: We agree with the idea, but we need to think about how it can happen.**



We think it is important for public sector bodies to follow these actions.



Public sector bodies are organisations like the NHS and councils.



There will also be actions they can follow in the Disability Rights Plan.

## Recommendation 6



**Schemes to support disabled people should be more flexible.**

The Welsh government should:



- Make support programmes more flexible.



- Raise the age limit for schemes like Jobs Growth Wales+.



**Our response: We agree.**



This will help make sure disabled young people get the support they need and when they need it.



The changes can be made as part of the next Jobs Growth Wales scheme.



We are going to make sure these schemes work together better:

- Jobs Growth Wales
- ReAct+
- and Communities for Work Plus.

## Recommendation 7



**The Disability Disparity Evidence Unit should work with the disability rights sector more.**



The disability rights sector means organisations, groups and people who try and improve the rights of disabled people.



Welsh Government should report on this work by May 2025.



**Our response: We agree with the idea, but we need to think about how it can happen.**



The Disability Disparity Evidence Unit has worked with people from the disability rights sector.



More work is planned. For example, looking at the impact of the Disabled People's Rights Plan.



They will keep working with the disability rights sector for its future plans.