

Disability workforce reporting consultation

This consultation forms part of the government's National Disability Strategy published in July 2021 and is in response to calls to increase transparency on disability in the workplace. It includes consideration of mandatory and voluntary reporting practices, looking at what is working well, and what changes could be made to increase inclusive practices.

17 December 2021

A consultation has been launched into whether workforce reporting on disability should be introduced for employers with 250 or more employees. This consultation forms part of the government's National Disability Strategy published in July 2021 and is in response to calls to increase transparency on disability in the workplace. It includes consideration of mandatory and voluntary reporting practices, looking at what is working well, and what changes could be made to increase inclusive practices.

There is an existing voluntary disability reporting framework that has been in place for a number of years; however, research published by the CIPD earlier this year within its [Health and Wellbeing at Work 2021 Report](#) indicated that fewer than a quarter of respondents were even aware of this framework. Over three-quarters of respondents agreed that there was a strong moral case for reporting disability, mental health and well-being data.

The current consultation will run until 11.45pm on 25 March 2022, seeking views on:

- the current landscape;
- the benefits and barriers to disability workforce reporting;
- considerations if mandatory disability workforce reporting was implemented; and
- alternative approaches.

[Contribute to the consultation](#) →

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