

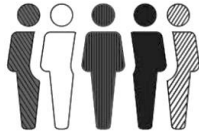
Employees with disabilities.

Evidence from the FSCB 2020 and 2021 Surveys

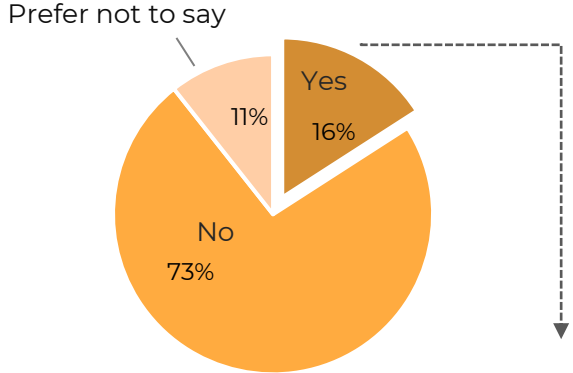
FSCB 2020 Survey – Respondents with disabilities



Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?



7.7% of our respondent population aligned to our definition of “disabled”



9.2% of our female respondents were disabled



6% of our male respondents were disabled

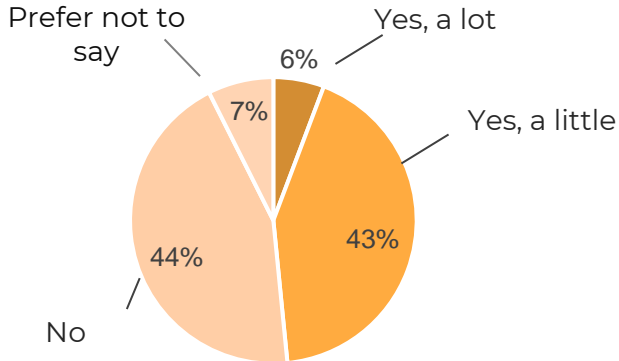
Does your condition or illness\do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?



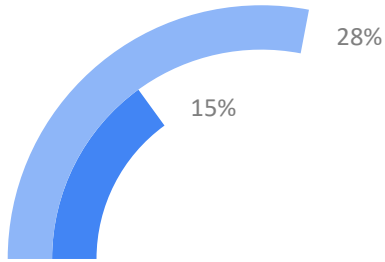
Of our 5540 disabled respondents from the *FSCB Survey 2020*,
60% were female,
34% were male



According to the *2019 UK government report* on disabled working age population,
56% were female,
44% were male

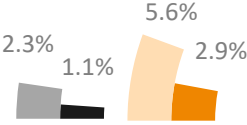


FSCB 2020 Survey – Demographics by disability



Line management

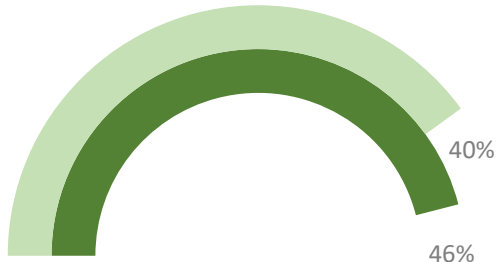
15% of disabled respondents are line managers compared to 28% of non-disabled respondents



Senior managers regime & certification regime

1.1% of disabled respondents are under the senior managers regime, and 2.9% under the certification regime, compared to 2.3% and 5.6% respectively of non-disabled respondents

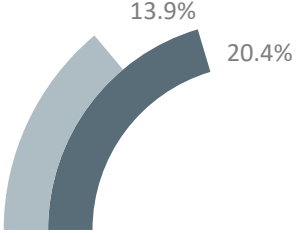
- Respondents with disability
- Respondents without disability



Customer facing

46% of disabled respondents are in customer-facing roles compared to 40% of non-disabled respondents.

- Respondents with disability
- Respondents without disability



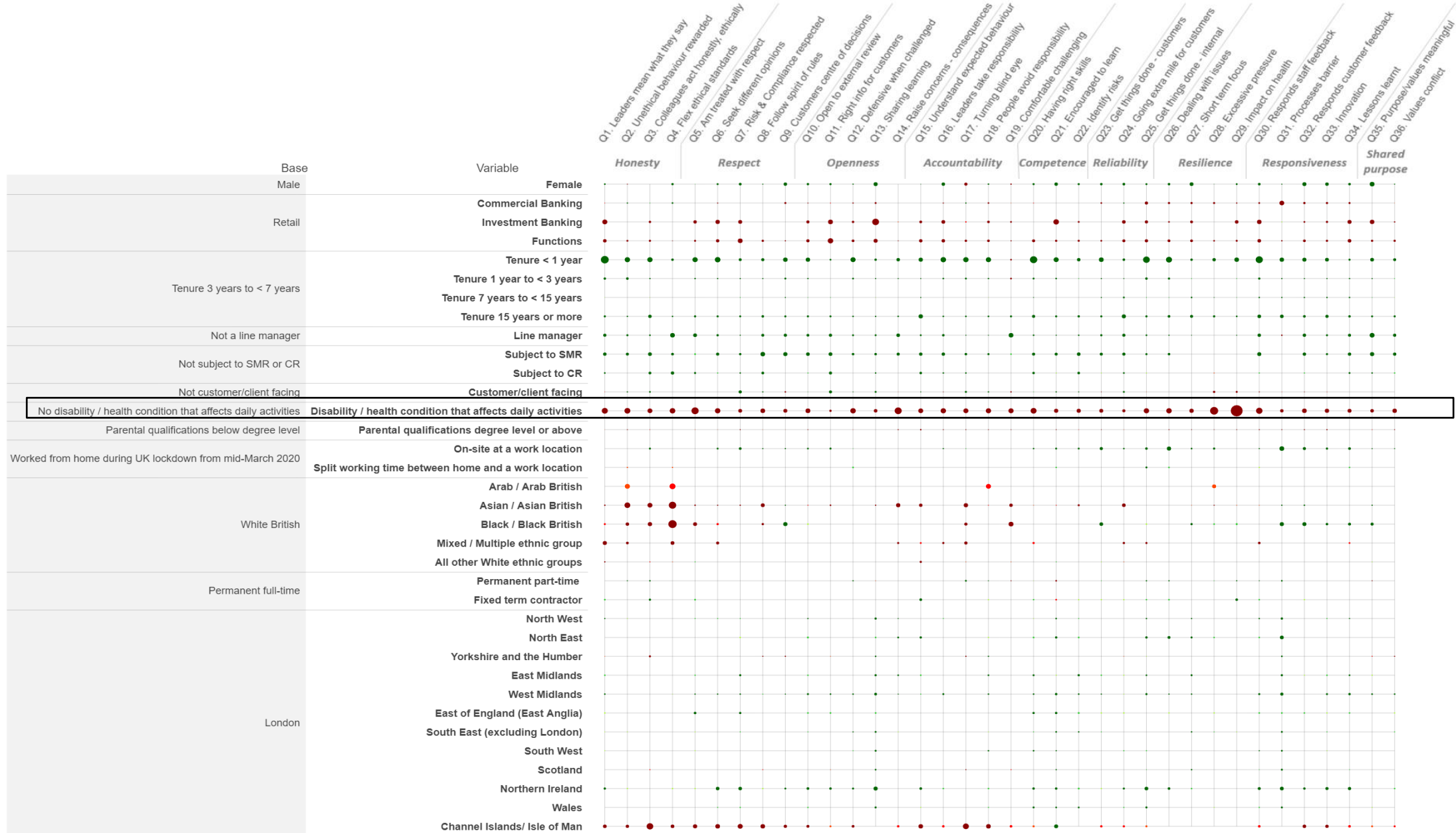
Part Time Work

20.4% of our disabled respondents work part time compared to 13.9% of non-disabled respondents.

- Respondents with disability
- Respondents without disability

- Respondents with disability
- Respondents without disability

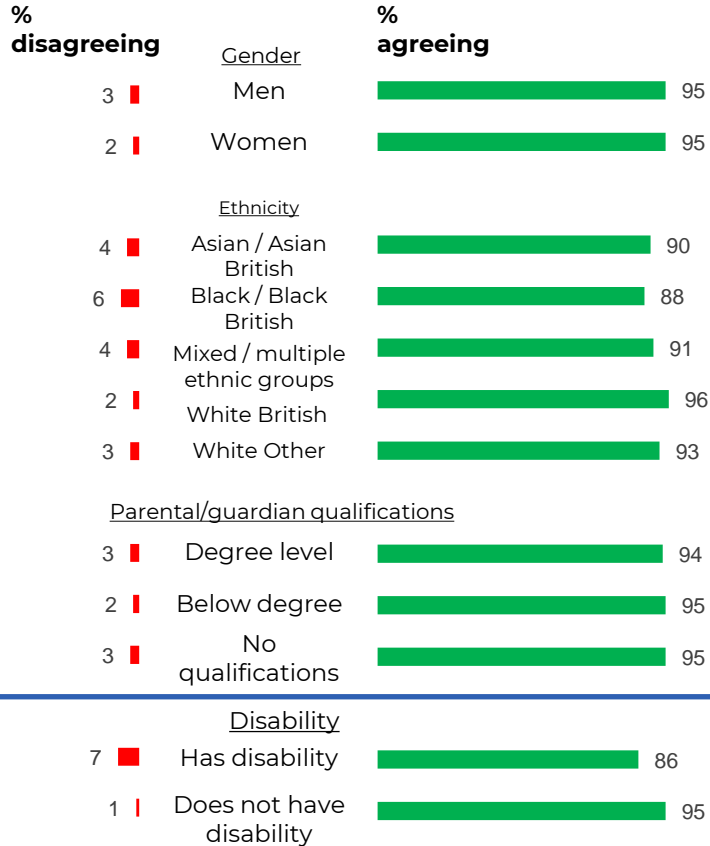
FSCB 2020 Survey – regression analysis



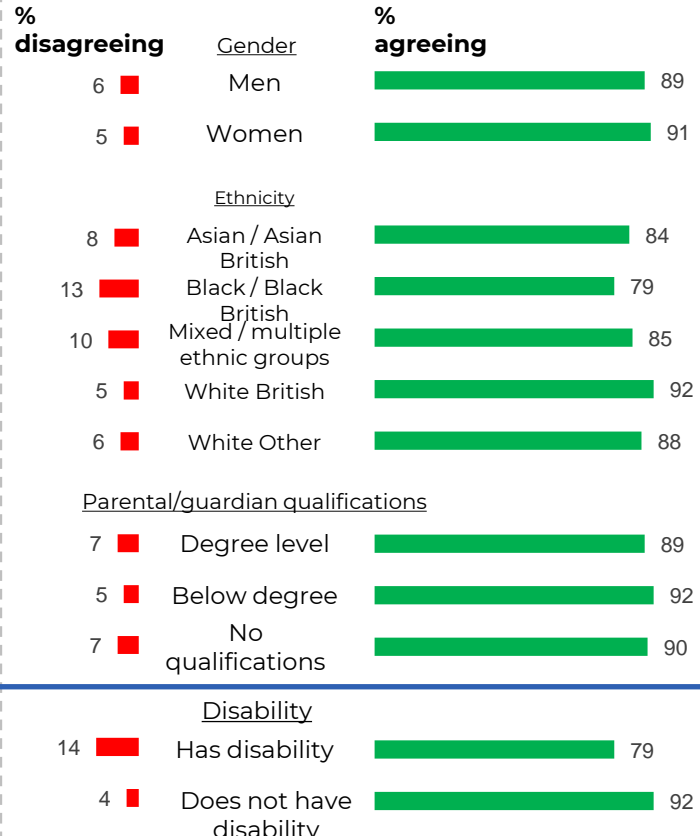
Note: Firm-specific effects are controlled for but not shown here

FSCB 2020 Survey - additional questions on inclusion, by personal demographics

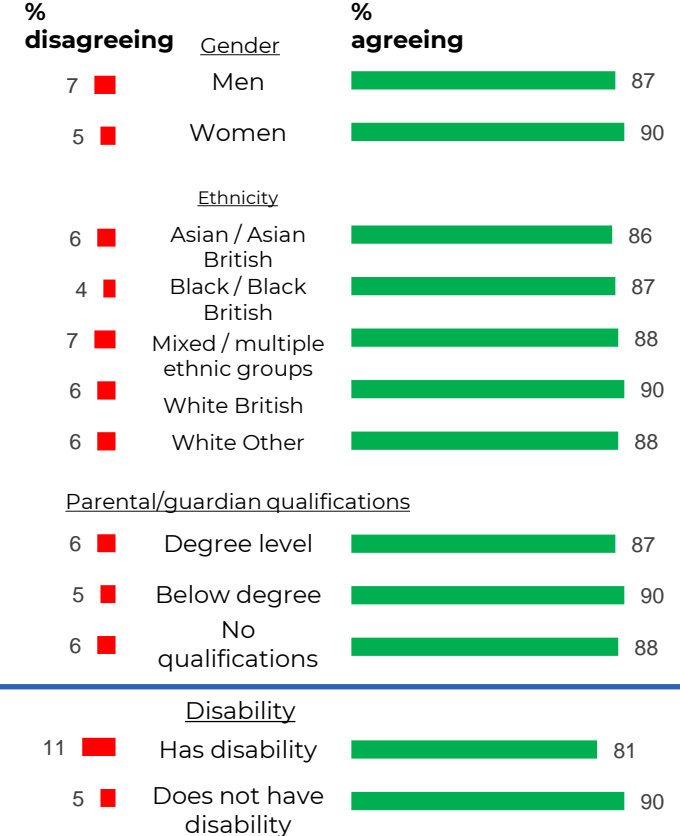
'I feel accepted by my colleagues at work'?



'I feel that I can be myself at work'?

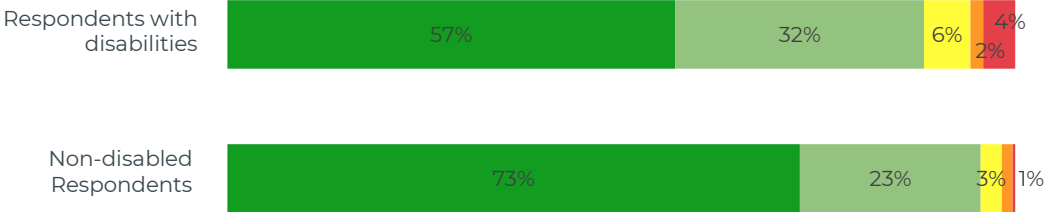


'In my organisation, people are able to use their initiative and judgement in carrying out their work'?

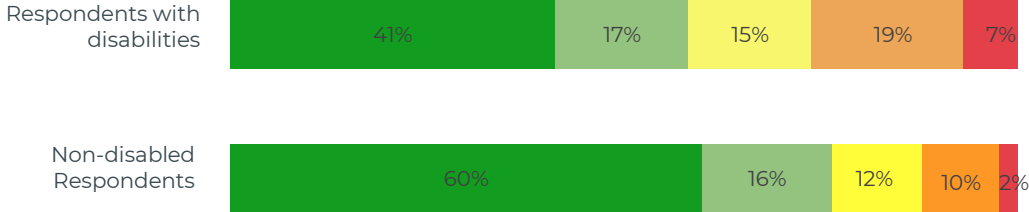




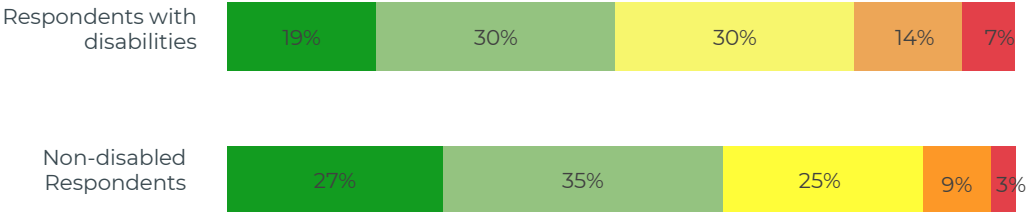
I feel accepted by my colleagues at work.



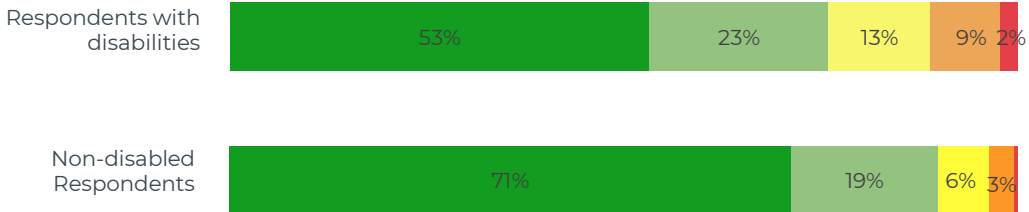
I worry that the people I interact with at work may draw conclusions about my ability based on stereotypes about my identity or background.*



I feel included in the informal networks that matter for my career.



I feel excluded by my colleagues at work.*



Key for positively phrased questions

- Strongly agree
- Somewhat agree
- Neutral

*Key for negatively phrased questions

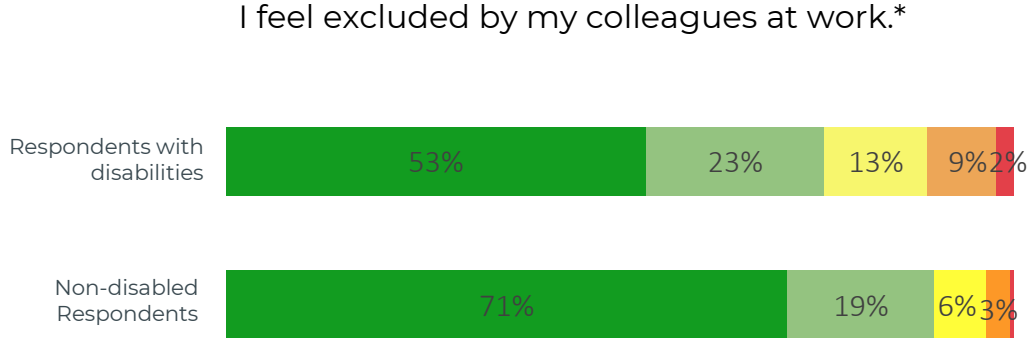
- Strongly disagree
- Somewhat disagree
- Neutral

- Somewhat disagree
- Strongly disagree

- Somewhat agree
- Strongly agree

FSCB 2021 Survey - additional questions on inclusion - Exclusion

In the previous question you said that you feel excluded by your colleagues at work. What contributes to these feelings of exclusion? If helpful, you can share an example from your work life (without identifying any specific individuals) that illustrates why you feel this way.



Free-text categories	Employees with a disability	Employees without a disability
Existence of cliques	18%	19%
Work arrangements	18%	18%
Unfair/ prejudicial treatment	24%	18%
Team decision-making and communications	14%	19%
Leaders' actions	19%	16%
Hostility/ Bullying	12%	11%
Speaking up repercussions	11%	12%
Unfairness in promotion/progression	16%	14%
Siloes	2%	5%
Diminished wellbeing	11%	6%
responses	404	1,179

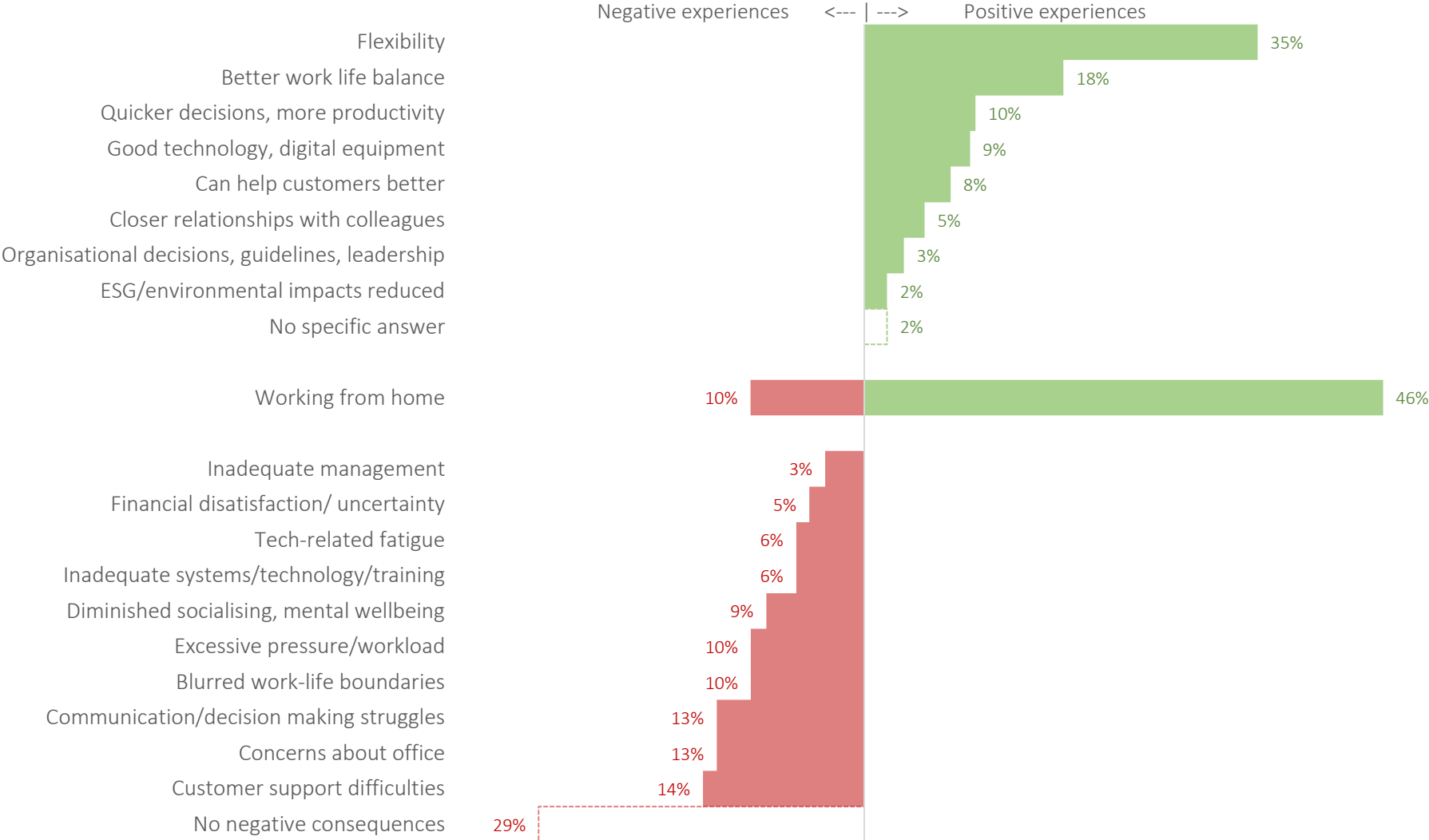
*Key for negatively phrased questions ■ Strongly disagree ■ Somewhat disagree ■ Neutral ■ Somewhat agree ■ Strongly agree

FSCB 2021 Survey - additional questions on new ways of working – all respondents



Thinking about how your organisation has changed its ways of working in response to the pandemic; what change(s), if any, have had negative

Thinking about how your organisation has changed its ways of working in response to the pandemic; what change(s), if any, have had a positive effect



FSCB 2021 Survey - additional questions on new ways of working – by disability



Positive free-text categories	Employees with a disability	Employees without a disability
Working from home	51%	45%
Flexibility	28%	36%
Better work life balance	18%	18%
Closer relationships with colleagues	5%	5%
Quicker decisions, more productivity	8%	10%
Good technology, digital equipment	9%	10%
Can help customers better	8%	8%
Organisational decisions, guidelines, leadership	4%	3%
ESG/environmental impacts reduced	1%	2%
No specific answer	3%	2%
<i>responses</i>	3,801	34,928

Negative free-text categories	Employees with a disability	Employees without a disability
No negative consequences	25%	30%
Customer support difficulties	16%	14%
Communication/decision making struggles	14%	13%
Diminished socialising, mental Wellbeing	9%	8%
Tech-related fatigue	6%	6%
Inadequate systems/technology/training	8%	6%
Concerns about office	14%	13%
Working from home	12%	10%
Blurred work-life boundaries	10%	10%
Excessive pressure/ workload	11%	9%
Financial dissatisfaction/ uncertainty	6%	5%
Inadequate management	5%	3%
<i>responses</i>	3,469	31,279

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