

Appendix 4: Feedback from Stakeholder Interviews and Focus Groups

Employer Perspective:	Employee Perspective:
<p>Challenges:</p> <p>Fear of:</p> <ul style="list-style-type: none"> • Financial/business losses including additional costs linked to sick leave and additional equipment that may be necessary • Getting it wrong • Creating staff prejudice • Legal action if discrimination is claimed • Staff with significant or unplanned absence due to sickness • High staff turnover after investing in onboarding • Impacts on other staff particularly in small businesses including covering workload <p>Lack of:</p> <ul style="list-style-type: none"> • Awareness of support available when hiring staff with disabilities • Access to affordable HR support services • Occupational health support • Time within an already pressured environment • Access to legal advice 	<p>Challenges:</p> <p>Individuals:</p> <ul style="list-style-type: none"> • Mental health • Caring/family responsibilities • Lack of confidence • Ex offenders • Stigma • Fear of work not working out • Relapse • Communication with employer about needs <p>The role:</p> <ul style="list-style-type: none"> • Zero hours contracts • Shift work • Job description <p>Long term conditions:</p> <ul style="list-style-type: none"> • Menopause • Neurodiversity • Stress from work • Mental health • Musculo – skeletal <p>Skills and training:</p> <ul style="list-style-type: none"> • Lack of training and education • Maths skills • Reading/writing skills <p>Financial:</p> <ul style="list-style-type: none"> • Benefit systems <p>Wider matters:</p> <ul style="list-style-type: none"> • Transport and travel • Physical accessibility • Substance misuse • Homelessness/Housing • Waiting lists for treatment • Primary care process • Lack of disability confident employers
<p>Needs:</p> <p>Recruitment and retention:</p> <ul style="list-style-type: none"> • Alternative recruitment/interview processes • Reasonable adjustments, access to work • Right match of employee to organisation/role <p>Support:</p> <ul style="list-style-type: none"> • Employer/manager training • Toolkit • Signposting to resources 	<p>Needs:</p> <p>Person Centred approach:</p> <ul style="list-style-type: none"> • Social prescribing • Paced transition into work • Establish best practice for supporting individuals • Direct referrals to the right support • Suitability of role to the individual <p>Provision:</p> <ul style="list-style-type: none"> • Individual Placement & Support • Apprenticeships • Universal support • Supported employment

- Occupational health for SMEs
- Self employed
- To be Disability Confident
- Funding to support people with long term health conditions or disabilities to stay and succeed in work (particularly in the voluntary, community and social enterprise sector)
- Wellbeing training/helping employees to be physically active

Working together:

- Communication/listening to people
- Collaboration between organisations
- Engagement of organisations/employers

- Supported internships

Skills and training:

- Upskilling
- Training courses
- Volunteering

Support:

- Occupational health
- Flexible working
- Equipment
- Knowledge support available
- Joined up support offer

Recruitment and retention:

- CV development guidance
- Clarity of job descriptions
- Inclusive recruitment practices