

UK National Disabled Staff Survey

RIDE Higher

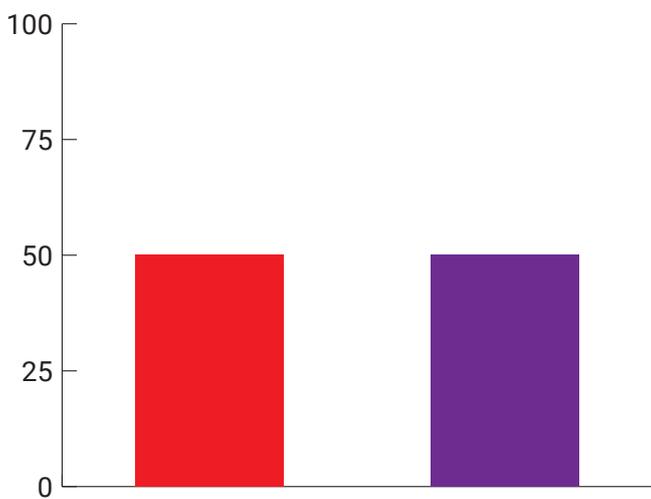
NADSN



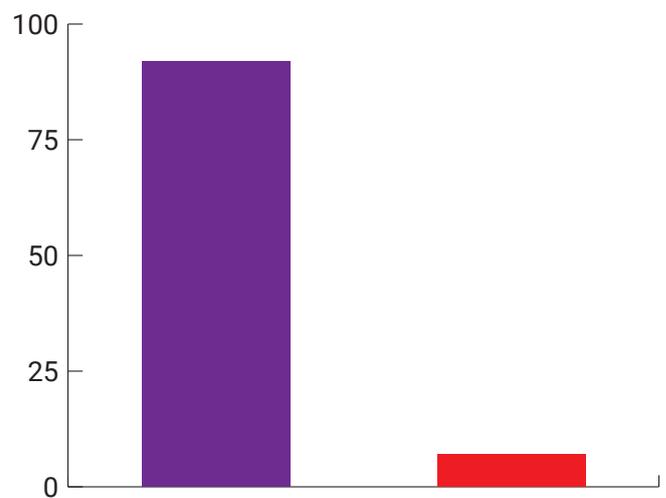
837 (NDSS, 2025) reached
PARTICIPANTS

127 across
INSTITUTIONS

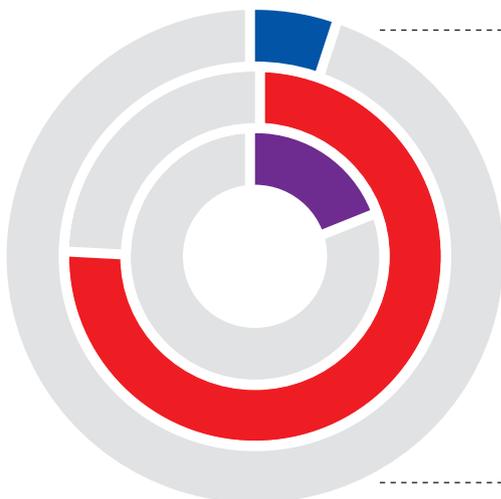
PARTICIPANTS WERE APPROX



50% ACADEMIC and
50% PROFESSIONAL SERVICES



92% had shared their disability
7% had not shared



5% shared a visible disability

76% a hidden disability

19% both

RESPONSIBILITY & ADVOCACY FOR DISABILITY INCLUSION IN HE

“The university takes responsibility for ensuring an inclusive and accessible working environment, reducing the need for staff with disabilities to have to advocate for their needs”

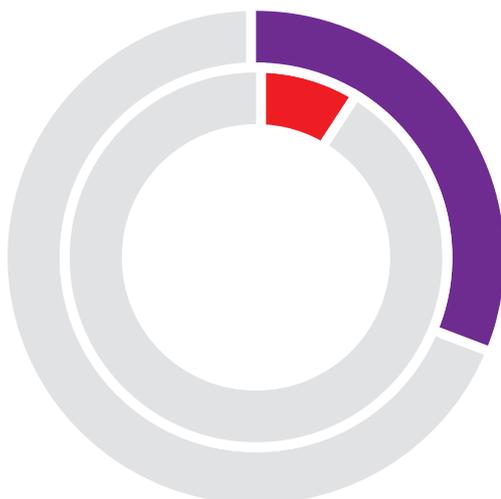


121 out of 127 institutions (95%) were given a rating of 1 or 2 (strongly disagree) by respondents.

Given the need for staff to self-advocate...



74% wanted self-advocacy skills training



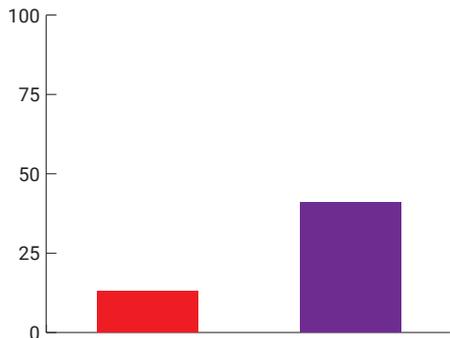
31% felt their Universities were inclusive for students

WHEREAS... ONLY

7% felt this was the case for staff

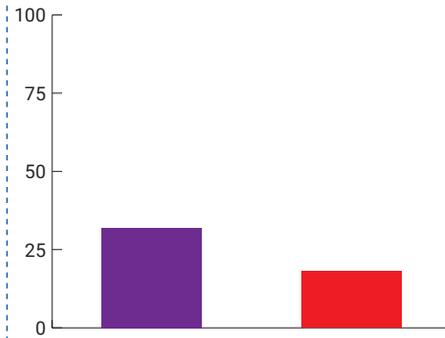
HOW VALUED IS DISABILITY IN HE?

“Diversity is seen as a strength.
My institution draws on the expertise of those with disabilities to enhance provision for all”



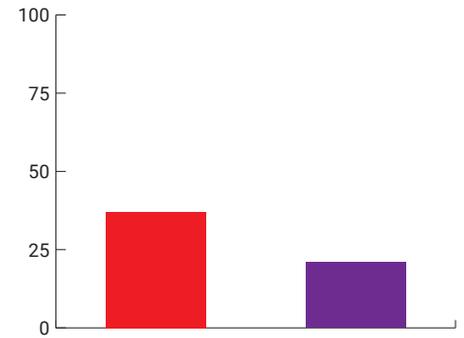
13% Strongly agreed

41% Strongly disagreed



32% Only 32% felt highly valued

18% Reported not feeling valued at all



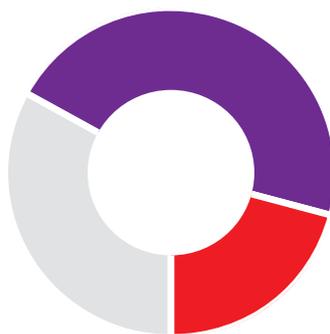
37% Only 37% felt a strong sense of belonging

21% Did not feel a strong sense of belonging at all



44%

Had thought about leaving their university due to a lack of Disability Inclusion



46% / 21%

Of these 21% reported thinking about this all the time and 46% regularly



32%

Felt their disability had negatively impacted their career progression