**Survey Clare + Limerick**

**Workplace Adjustments**

- Are you aware there are government grants available for workplace adjustments?
  - Yes: 27%
  - No: 62%
  - Not Sure: 11%

- Do you routinely consult with staff returning from illness on their specific needs?
  - Yes: 75%
  - No: 23%
  - Not Sure: 2%

- Has your company availed of a government employee retention grant?
  - Yes: 8%
  - No: 77%
  - Not Sure: 15%

**Disability Awareness**

- Do you provide disability awareness training to line managers, HR staff and customer service staff?
  - Yes: 21%
  - No: 70%
  - Not Sure: 9%

- Does staff induction include disability awareness?
  - Yes: 23%
  - No: 63%
  - Not Sure: 14%

- Does your company have a disability champion at board/senior management level?
  - Yes: 16%
  - No: 58%
  - Not Sure: 26%
MENTAL HEALTH IN THE WORKPLACE

Does your company promote wellbeing in the workplace?
- Yes: 91%
- No: 7%
- Not Sure: 2%

Do you monitor sick leave connected to mental health or stress?
- Yes: 56%
- No: 42%
- Not Sure: 2%

Do you provide mental health awareness training to all staff?
- Yes: 30%
- No: 63%
- Not Sure: 7%

Do you have specific supports for employees with mental health challenges and illness?
- Yes: 41%
- No: 52%
- Not Sure: 7%

WORK EXPERIENCE OPPORTUNITIES FOR PEOPLE WITH A DISABILITY

Do you provide work experience opportunities/tasters for people with a disability?
- Yes: 50%
- No: 37%
- Not Sure: 13%

Have you ever hosted a job shadow for a person with a disability?
- Yes: 23%
- No: 73%
- Not Sure: 4%

Do you offer WAM (Willing Able Mentoring) placements for graduates in partnership with AHEAD?
- Yes: 0%
- No: 82%
- Not Sure: 18%

CUSTOMER SERVICE

Do you have disabled parking spaces at all of your sites?
- Yes: 74%
- No: 26%
- Not Sure: 0%

Do you provide welcoming customers with disabilities training to staff?
- Yes: 18%
- No: 77%
- Not Sure: 5%

Does your market research indicate the percentage of customers who have a disability or specific need
- Yes: 21%
- No: 63%
- Not Sure: 17%

COMMUNICATION

Do you use accessibility symbols to indicate how you communicate?
- Yes: 21%
- No: 67%
- Not Sure: 12%

Do your PR and marketing material reflect the equality and diversity for your company?
- Yes: 36%
- No: 36%
- Not Sure: 28%

Do you have staff who are proficient in Irish Sign Language (ISL)?
- Yes: 7%
- No: 74%
- Not Sure: 18%

COMMUNITY INVOLVEMENT

Do you partner with organisations and communities empowering or supporting people with a disability?
- Yes: 53%
- No: 39%
- Not Sure: 8%

Is one of your company’s chosen charities a disability or health support organisation or programme?
- Yes: 46%
- No: 35%
- Not Sure: 19%