

Disability and long-term health conditions

Capita employability surveyed our JETS Scotland staff in July 2021 to gain feedback on our recruitment process, reasonable adjustments, diversity and inclusion training and health and wellbeing. The survey was also conducted in December 2021 and July 2022.

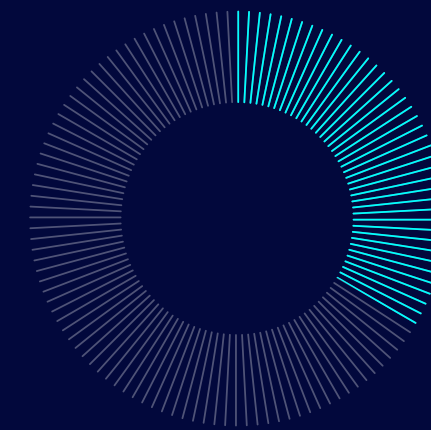
Key findings:

- 76% of the team replied to the survey in July 2021. 31.5% of the respondents consider themselves to have a disability or long-term health condition. This equates to 24% of the overall workforce.
- In comparison, our internal people management system shows that 19% of the Capita employability JETS Scotland staff have a disability or long-term health condition.
- One person requested a reasonable adjustment during the application process, which was considered effective enough for their needs.
- Two people requested reasonable adjustments post their job offer and are considered effective enough for their needs.

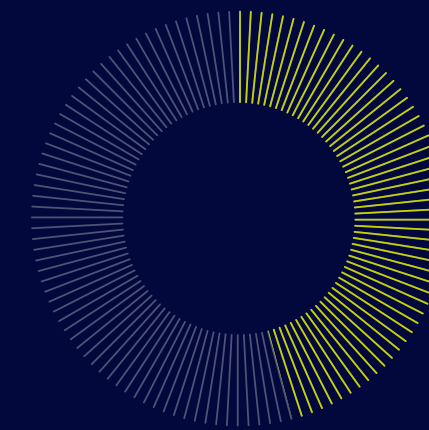
Here are the results to **four** of our health and wellbeing questions (on a scale from 1 – lowest to 10 – highest):



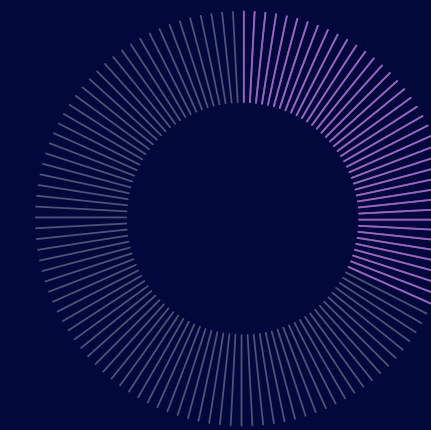
Anxiety levels



3.37



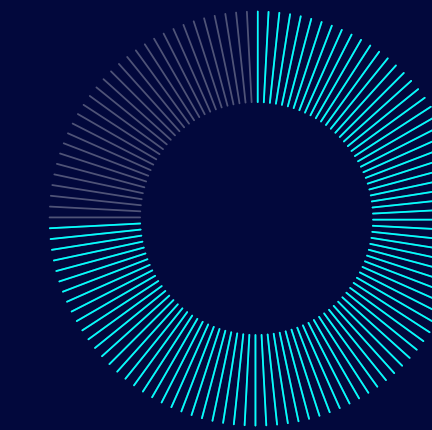
4.6



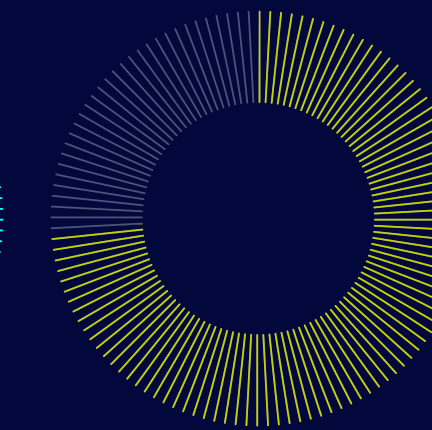
3.29



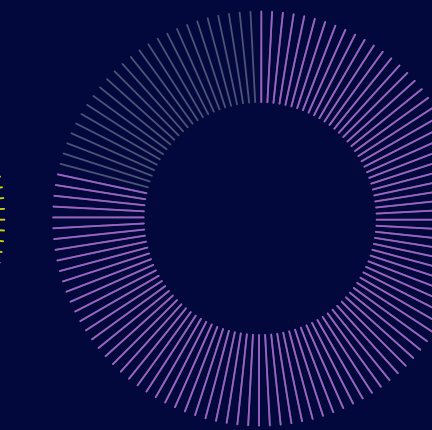
Happiness levels



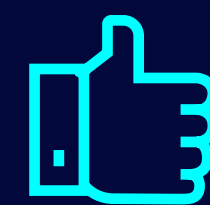
7.53



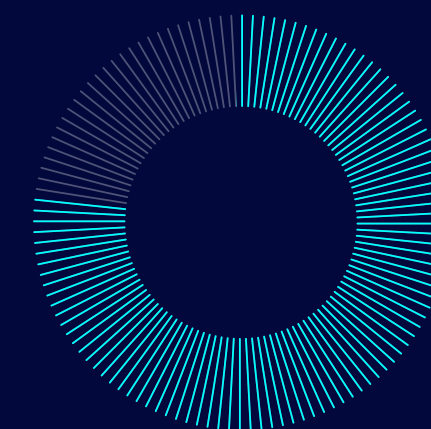
7.4



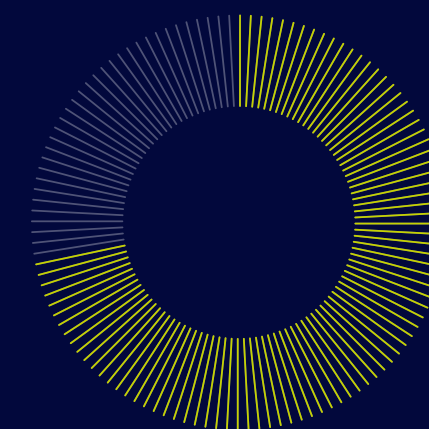
7.93



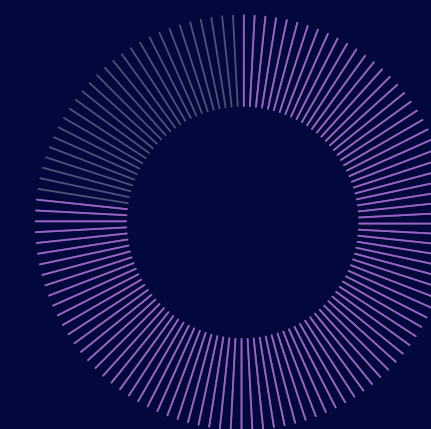
Satisfaction with life



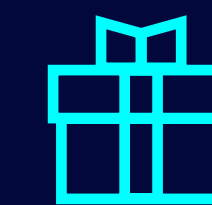
7.74



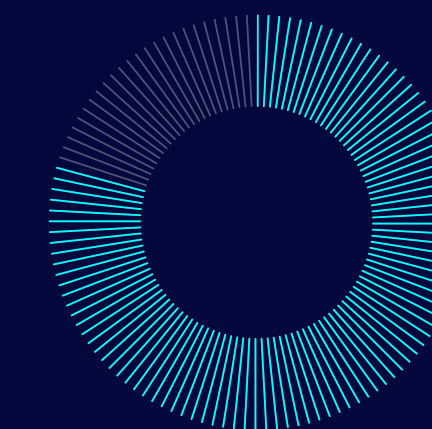
7.2



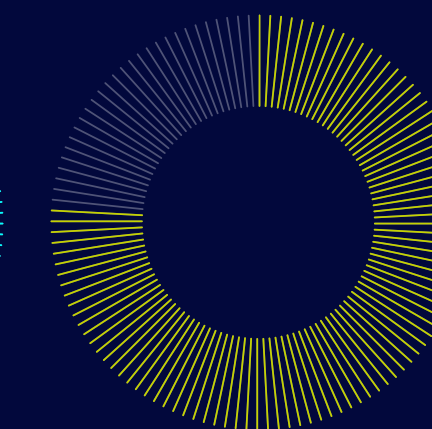
7.71



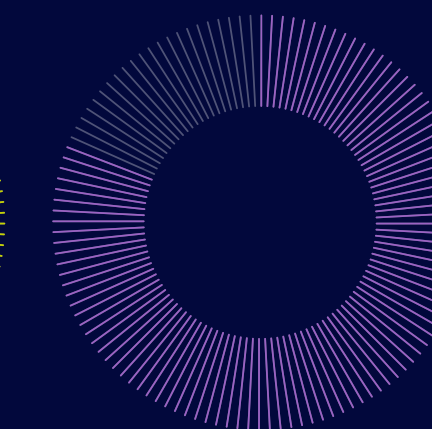
Finds life worthwhile



7.95



7.6



8.14

■ June 2021 ■ December 2021 ■ July 2022