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alliance**

disability  
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sport

# Annual Disability and Activity Survey Secondary analysis

Demographic influences  
on sport and physical  
activity: Experiences and  
representation of disabled  
and non-disabled people.

**August 2025**



**Activity Alliance  
and Rose Fawcett**

[activityalliance.org.uk](http://activityalliance.org.uk)

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# About Activity Alliance

Activity Alliance is the leading voice for disabled people in sports and activities.

Established in 1998, we are a national charity with a vision to see a future where all disabled people feel they belong in sports and activities. Our mission is to improve opportunities to be active, empowering disabled people to get involved in sports and activities in the way they choose. We work with disabled people and an alliance of committed partners to do this and build a movement for change.

We lead research and insight on disabled people in sports and activities. Our Annual Disability and Activity Survey (ADAS) is the primary source of data for organisations working to increase disabled people's activity levels. It complements Sport England's Active Lives Adult Survey.

To find out more about Activity Alliance and view our previous ADAS reports, visit [activityalliance.org.uk/research](https://activityalliance.org.uk/research).



# Background

Since 2019, we have conducted the Annual Disability and Activity Survey (ADAS). The project provides in-depth insights into issues that matter most to disabled people about sports and physical activity. With five years of data, we now have a valuable long-term dataset, allowing us to explore new trends and gain deeper insights that were previously unavailable due to smaller sample sizes.

This report is based on data from 10,411 people surveyed between 2019 to 2024, including 5,113 disabled people and 5,298 non-disabled people. Each year, the survey is completed by different participants from Sport England's Active Lives Survey and a pooled representative sample from research agency IFF, providing a comparable dataset rather than tracking the same individuals over time. We define respondents as disabled in line with the Equalities Act 2010, i.e. if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities. The sample is representative of the UK profile of disabled people across demographics.

We worked with Rose Fawcett, a data analyst, to explore:

- What demographic factors (such as ethnicity, socioeconomic status, and impairment) are most associated with positive or negative experiences in sports and activities among disabled and non-disabled people.
- What demographic factors are most associated with disabled people's perceptions of representation in participation, employment, and volunteering in sport and physical activity.

Data from the five years were put together to create one overall data file. We used a statistical technique called multiple linear regression to understand attribution. Attribution is key in this type of research. It means we are looking at whether a difference in people's experiences and perceptions is due to a specific demographic factor, such as impairment type, age, or socioeconomic background and not other factors, such as the region people live.

To analyse demographic factors, we report findings which are statistically significant<sup>1</sup>. This means we can be 90% confident that the attribution of a demographic factor that contributes towards someone's experiences and perceptions is something beyond chance or random fluctuation. Values are reported as percentage points (pp). This means the difference between two percentages e.g. a value of 20% compared to 5% is a difference of 15 percentage points.

For further details or support in using the data, please [email Activity Alliance's research team](#) or call 0808 175 6991.

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<sup>1</sup> At the 10% level.

# Key findings

As stated in the accompanying regional report<sup>2</sup>:

- Only five in ten (51%) disabled people agree that they have the opportunity to be active.
- Seven in ten (69%) disabled people agreed that they enjoyed the last time they took part in a sport or physical activity.
- Eight in ten (80%) disabled people agree that they would like to be more active.

We explored how different demographic factors are associated with disabled and non-disabled people's participation and experiences based on their opportunity, enjoyment and want to be more physically active. These findings show results for demographic factors, including but not limited to impairment type, ethnicity, gender, and socio-economic status.

Next, we highlight how different sources of advice and information are preferred by disabled people across a range of demographic factors and perceptions.

This report then goes on to explore how different demographic factors are associated with disabled people's experiences of representation across participation, working and volunteering in sport and activity.

## Opportunity to be active<sup>3</sup>

### **Impairment type influences disabled people's opportunity to be active.**

- Disabled people with mental health problems are 13.6pp less likely to have the opportunity to be active compared to other disabled people without a mental health problem.
- Similarly, disabled people with long-term pain or a mobility impairment are 9pp and 8.6pp less likely to have the opportunity to be active compared to other disabled people.
- Disabled people with breathing or stamina impairments, or a dexterity impairment are 4.3pp and 3.1pp less likely to have the opportunity to be active than other disabled people without these impairments respectively.

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<sup>2</sup> [Exploring regional differences in disabled people's lived experiences of being physically active](#), Activity Alliance. 2025.

<sup>3</sup> Outcome: to those who answer 'yes' to 'do you feel that you are given the opportunity to be active?' Data is from all five waves. Disabled people sample = 3661; non-disabled people sample = 4342.

### **Gender influences disabled and non-disabled people's opportunity to be more active.**

- Both disabled and non-disabled women are less likely to have the opportunity to be active compared to disabled and non-disabled men.
- Disabled and non-disabled women are 7.9pp and 5.9pp less likely to have the opportunity to be active respectively.

### **Disabled people who identify as LGBT+ are 5.9pp less likely to have the opportunity to be active as heterosexual disabled people.**

### **Social grade is associated with the opportunity people have to be active.**

- Disabled people and non-disabled people in higher social grades (AB) are 5pp and 3.7pp more likely to have the opportunity to be active compared to disabled and non-disabled people in middle social grades (C1/C2) respectively.

### **Age is another factor associated with people's opportunity to be active.**

- Disabled and non-disabled adults aged 65+ are 8.2pp and 12.7pp more likely to have the opportunity to be active than disabled and non-disabled people aged 35-64 respectively.
- Disabled people aged 16-34 are also 6.8pp more likely to have the opportunity to be active than other disabled people aged 35-64.

## **Enjoyment of being active<sup>4</sup>**

### **Demographic factors influence disabled and non-disabled people's enjoyment when being active.**

- Both disabled and non-disabled women are 6.4pp and 2.4pp less likely to have agreed that they enjoyed being active compared to disabled and non-disabled men.

### **Disabled people who identify as LGBT+ are 6.1pp less likely to have enjoyed the last time they took part in sport or activity as heterosexual disabled people.**

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<sup>4</sup> Outcome: those who agree or strongly agree with the statement 'I enjoyed the last time I took part in sport or physical activity'. Data is from all five waves. Disabled people sample = 4412; non-disabled people sample = 4694.

**Both disabled and non-disabled people in higher social grades are more likely to have enjoyed the last time they were active compared to people in lower social grades.**

- Disabled people and non-disabled people in higher social grades (AB) are 3.1pp and 7.1pp more likely to have enjoyed being active compared to disabled and non-disabled people in middle social grades (C1/C2) respectively.
- In contrast, disabled people in lower social grades (DE) are 5.6pp less likely to have enjoyed the last time they were active compared to other disabled people in middle social grades (C1/C2).

**Disabled adults aged 16-34 are 6.6pp more likely to have agreed that they enjoyed the last time they were active than disabled people aged 35-64.**

**Impairment type also influence's disabled people's enjoyment when being active.**

- Disabled people with breathing or stamina impairments are 5.3pp less likely to have agreed that they enjoyed the last time they were active compared to other disabled people without a breathing or stamina impairment.
- Similarly, disabled people with long-term pain are 4.1pp less likely to have enjoyed being active compared to other disabled people.
- In contrast, disabled people with a learning impairment or speech impairment are 6.4pp more likely to have enjoyed the last time they took part in sport or physical activity than other disabled people without a learning or speech impairment respectively.

These findings indicate that intersections of these demographic groups would be even less likely to enjoy activity, for example a disabled women who identifies as LGBT+. However, without further analysis we cannot say by how much. From Sport England's Active Lives data<sup>5</sup>, people with two or more characteristics of inequality are less likely to agree or strongly agree that they find sport or exercise enjoyable and satisfying than people with one or no characteristics of inequality respectively (62% vs 70.2 vs 76.1%).

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<sup>5</sup> [Active Lives Online](#), Sport England. 2025.

## Want to be more active<sup>6</sup>

### **Impairment type influences disabled people's want to do more activity.**

- Disabled people with a mental health problem are 9.8pp more likely to say they would like to do more activity compared to disabled people without a mental health problem.
- Likewise, disabled people with mobility impairments or breathing or stamina impairments are 7.5pp and 4.8pp more likely to say they want to do more physical activity than other disabled people without a mobility impairment or breathing or stamina impairment respectively.
- Disabled people experiencing long-term pain or a chronic health condition are also 2.9pp and 2.8pp more likely to agree that they want to do more physical activity compared with other disabled people who don't experience long-term pain or have a chronic health condition respectively.
- In contrast, disabled people with a social or behavioural impairment and disabled people with a visual impairment are 5.5pp and 5.6pp less likely to say they would like to do more physical activity compared to disabled people without a social or behavioural impairment or a visual impairment respectively.

### **Other demographic factors also influence disabled and non-disabled people's want to do more activity.**

- Both disabled and non-disabled women are 3.2pp and 9.3pp more likely to have agreed that they want to be more active compared to disabled and non-disabled men.

### **Social grade impacts both disabled and non-disabled people's want to be more physically active.**

- Disabled people and non-disabled people in lower social grades (DE) are 4.8pp and 5.1pp less likely to want to be more active compared to disabled and non-disabled people in middle social grades (C1/C2) respectively.

### **Age is another factor that influences disabled and non-disabled people's want to be more active.**

- Disabled people aged 16-34 are 7.6pp less likely to say they would like to do more activity compared with other disabled people aged 35-64.
- Age demographics differed for non-disabled people, with non-disabled people aged 65+ 13.4pp less likely to say they want to be more active compared with non-disabled adults aged 35-64.

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<sup>6</sup> Outcome: those who answer, 'I would like to do more' to 'How do you feel about the amount of physical activity you do now?' (as opposed to those who answer, 'I would like to do less'/'I am happy with the amount I'm doing.')

Data is from all five waves. Disabled people sample = 4412; non-disabled people sample = 4720.

## **Ethnic diversity influences non-disabled people's want to do more physical activity.**

- Ethnically diverse non-disabled people are 3.9pp more likely to say they want to be more active than White non-disabled people.

## **Preferred sources of advice and information for disabled people**

Impairment types and personal experiences of sport and activity do influence preferred sources of advice for disabled people<sup>7</sup>. Health and social care professionals (79%), personal contacts (37%) and sporting or activity sources (31%) are the three most likely sources of advice around sport and activity for disabled people.

### **Health and social care professionals:**

- Disabled people with a mobility impairment are 4.3pp less likely to seek advice from a health and social care professional than other disabled people. In contrast, people with a mental health problem are 5.2pp more likely to seek advice.
- Disabled people who would like to do less activity are 11.1pp less likely to seek advice from a health and social care professional than disabled people who would like to do more activity, who are 10.6pp more likely. Likewise, disabled people who are physically inactive are 6.7pp less likely to seek advice from a health and social care professional than more active disabled people.
- Disabled people who enjoy sports and those who feel sport and activity is for them are 6.3pp and 8.2pp more likely to seek advice from a health and social care professional than disabled people who don't enjoy sports or feel that sport is for them respectively.

### **Personal contacts:**

- Disabled people with a mobility impairment, memory impairment, or long-term pain are 5.2pp, 4.9pp, and 3pp less likely to seek advice from personal contacts compared to other disabled people without these respective impairments.
- In contrast, disabled people with a learning impairment are 6.8pp more likely to seek advice from personal contacts compared to disabled people without a learning impairment.

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<sup>7</sup> Findings for impairments come from a model which includes demographic factors, all impairments and regions. Other indicators of personal experience (including activity level, ambitions to do more or less, feeling sport/PA is for me, and enjoying sport) are substituted one at a time in the model since they are likely closely related to each other. Sample size = ~4,460. Although not explored here, some demographic factors are also associated with preferred sources of advice.

- Physically inactive disabled people are 10.8pp less likely to seek advice from personal contacts compared to more active disabled people.
- Disabled people who enjoy sports or feel sport and activity is for them are 3.1pp and 7.5pp more likely to seek advice from personal contacts than disabled people who don't enjoy sports and don't feel that sport and activity is for them respectively.

### **Sporting sources:**

- Disabled people with a mobility impairment are 4pp less likely to seek advice from a sporting source than disabled people without a mobility impairment.
- Physically inactive disabled people are 6.8pp less likely than physically active disabled people to seek advice from sporting sources.
- In contrast, disabled people who would like to do more, feel sport and activity is for them, and enjoy sports are 10.9pp, 13.8pp, and 14.2pp more likely to seek advice from sporting sources than other disabled people.

Impairment types and personal experiences of sport and activity do influence preferred sources of information for disabled people<sup>8</sup>. Online sources (53%), personal contacts (38%) and sports, leisure and community organisations (37%) are the three most likely sources of information on sport and activity for disabled people.




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<sup>8</sup> Findings for impairments come from a model which includes demographic factors, all impairments and regions. Other indicators of personal experience (including activity level, ambitions to do more or less, feeling sport/PA is for me, and enjoying sport) are substituted one at a time in the model since they are likely closely related to each other. Sample size = 4,460. Although not explored here, some demographic factors are also associated with preferred sources of advice.

### **Online sources:**

- Inactive disabled people are 13.7pp less likely to seek information from online sources compared to more active disabled people. In contrast, disabled people who feel sport and activity is for them and those who enjoy sport are 12.5pp more likely to seek online information than disabled people who don't enjoy being active respectively.
- People with a mobility impairment are 4.3pp less likely to seek information online compared to disabled people without a mobility impairment. Disabled people with a mental health problem are 5.2pp more likely to use online sources for physical activity information than disabled people without a mental health problem.
- Disabled people who would like to do more activity are 9.4pp more likely to seek information online than disabled people who don't want to be more active.

### **Personal contacts:**

- Disabled people who would like to do less activity and those already inactive are 13.8pp and 8.6pp less likely to seek information about sport and activity through personal contacts, compared to disabled people who would like to do more activity and those already active respectively.
- Disabled people with a mental health problem or memory impairment are 3.7pp and 4.3pp more likely to seek information through personal contacts than disabled people, without these respective impairments.
- Disabled people who feel sport and activity is for them and those who enjoy sport are 9.4pp and 9.5pp more likely to seek information through personal contacts than disabled people who don't feel sport is for them or don't enjoy sport.

### **Sport, leisure and community organisations:**

- Inactive disabled people and those who would like to do less activity are 13.8pp and 12.1pp less likely seek advice from sport, leisure and community organisations compared to disabled people who don't enjoy sport or are more active respectively.
- Disabled people with a dexterity impairment are 3.3pp more likely to seek information from sports and leisure organisations compared to disabled people with a dexterity impairment.
- Disabled people who would like to do more activity and enjoy sport are 3.8pp and 16.9pp more likely to seek information from sports, leisure and community organisations compared to disabled people who don't want to be more active or those who don't enjoy sport respectively.
- Disabled people who feel sport is for them are 16.9pp more likely to seek information from sports, leisure and community organisations compared to disabled people who do not feel sport is for them.

## Demographic factors and impairments most associated with positive and negative experiences of sport and activity for disabled people

By exploring each demographic factor and impairment type by people's experiences of opportunity, enjoyment and want to be more active, we are able to rank them to highlight key factors that are most attributed with disabled people's positive, and crucially, negative experiences in sport and physical activity. This is achieved by identifying the number of statistically significant factors and ranking them by magnitude<sup>9</sup>.

For disabled people answering 'yes' to 'do you feel that you are given the opportunity to be active?', there are three demographic factors with a positive attribution and seven with a negative attribution. For disabled people who agree or strongly agree to 'I enjoyed the last time I took part in sport or physical activity', there are five demographic factors with a positive attribution and five factors with a negative attribution. For disabled people answering that they 'would like to do more' when asked 'how do you feel about the amount of physical activity you do now?', there are four demographic factors with a positive attribution and six demographic factors with a negative attribution.

**Table 1** shows that for disabled people, factors most attributed with having negative experiences in sport and physical activity are having a mental health problem, being female, or having a mobility impairment. In contrast, factors most attributed with having positive experiences in sport and physical activity are younger disabled people aged between 16-34, older disabled people aged 65+ or having a speech impairment.

For non-disabled people, factors attributed with having negative experiences in sport and physical activity include being female, aged 16-34 years, and being ethnically diverse. In contrast, factors most associated with a positive experience in sport and physical activity include non-disabled people aged 65 and above and being in a higher social grade (AB).



<sup>9</sup> i.e. a demographic factor with a 5pp difference would rank higher than another factor with a difference of 2pp. With a third factor with a difference of 3pp, we would order the factor with 5pp as the highest (1), the factor with 3pp as second (2), and the third factor with 2pp as third (3). This would be repeated by order of negative magnitude.

**Table 1: Demographic factors ranked by association of negative and positive experiences in sport and physical activity for disabled people**

Demographic factor	Rank of association with experiences*			Average Rank
	Opportunity	Enjoyment	Want**	
	'I have the opportunity to be active'	'I enjoyed last time I did it'	'I want to do more'	
Mental health problem	-7	0	-6	-4.3
Female	-4	-5	-3	-4.0
Mobility impairment	-5	0	-5	-3.3
Long-term pain	-6	-1	-2	-3.0
Breathing or stamina impairment	-2	-2	-4	-2.7
LGBT+	-3	-4	0	-2.3
Low social grade (DE)	0	-3	1	-0.7
Chronic health condition	0	0	-1	-0.3
Dexterity impairment	-1	0	0	-0.3
Ethnically diverse	0	0	0	0.0
Social or behavioural impairment	0	0	2	0.7
High social grade (AB)	1	1	0	0.7
Vision impairment	0	0	3	1.0
Learning impairment	0	3	0	1.0
Speech impairment	0	4	0	1.3
Older people (65+)	3	2	0	1.7
Younger people (16-35)	2	5	4	3.7


\*Example of ranking: There are 7 factors which are negatively associated with opportunity, mental health problem is the strongest therefore it is given the rank -7. Factors which are not significant are given a rank 0


\*\*Since wanting to do more is considered a negative outcome, these ranks are flipped


# Demographic factors most associated with disabled people's representation in sport and activity


Further analysis sought to understand disabled people's perceptions and experiences of representation across sport and physical activity as a participant, employee and volunteer<sup>10</sup>.


## Participation

 Social grade impacts disabled people's perception of participating in sport and activity. Disabled people in a lower social grade are 6.7pp less likely to see themselves participating in sport and activity, whereas disabled people in higher social grades are 9.1pp more likely to see themselves participating in activity compared to disabled people in medium social grades.

 LGBT+ disabled people are 5.6pp less likely to see themselves participating in sport and activity compared to heterosexual disabled people.

 Disabled women are 3.6pp less likely to see themselves participating in sport compared to disabled men.

 Older disabled people aged 65 and above are 4.5pp less likely to see themselves being active than younger disabled people aged 35-64.

 Ethnically diverse disabled people are 9.4pp more likely to see themselves participating in sport and activity compared with White disabled people.

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<sup>10</sup> Participation data is from all five waves (sample size = 4,491). Representation in employment was asked only in waves 4 and 5 (sample size = 1,604). Representation in volunteering was asked in wave 5 only (sample size 779).

## Employment



Older disabled people aged 65 and above are 9.3pp less likely to see themselves working in sport compared to disabled people aged 35-64. However, younger disabled people aged 16-34 are 16.3pp more likely to see themselves working in sport and activity compared to disabled people aged 35-64.



Ethnically diverse disabled people are 10.7pp more likely to see themselves working in sport and activity compared to White disabled people.



Disabled women are 4.2pp less likely to see themselves working in sport compared to disabled men.

## Volunteering



Older disabled people aged 65 and above are 10pp less likely to see themselves volunteering in sport compared to disabled people aged 35-64.



Younger disabled people aged 16-34 are 18.4pp more likely to see themselves volunteering in sport and activity compared to disabled people aged 35-64.



LGBT+ disabled people are 8.6pp less likely to see themselves volunteering in sport compared to heterosexual disabled people.

Again, by exploring each demographic factor by people's experiences of representation across participating, working and volunteering in sport and activity, we can rank the demographic factors that underpin disabled people's experiences across these settings. This is achieved by identifying the number of statistically significant factors and ranking them by magnitude<sup>9</sup>.

Regarding participation, this analysis shows two positive outcomes associated with positive participation experience and four negative associations. For employment, there are two associated positive and negative associations respectively. For volunteering, there is one positive demographic association with disabled people's positive experiences and two negative associations.

Table 2 shows that for disabled people, those who are least likely to see themselves represented in sport and activity are older people aged 65 and above, people who are LGBT+ or disabled people in low social grades (DE). In contrast, disabled people most likely to see themselves represented in sport and activity are ethnically diverse or aged 16-34.

The data also suggests that those who are gender non-binary have low perceptions of representation, however sample sizes are too small to confidently conclude this. Whilst these findings consider representation, they do not consider whether groups are underrepresented (i.e. taking into account the population who are disabled and have a given demographic characteristic).

**Table 2: Demographic factors ranked by association of negative and positive representation in sport and physical activity for disabled people**

Demographic factor	Rank of association with representation*			Average Rank
	Participation	Employment	Volunteering	
	'Sport/physical activity is for people like me'	'I see people like me working in sport'	'I see people like me volunteering in sport'	
65+ years old	-2	-2	-2	-2.0
LGBT+	-3	0	-1	-1.3
low social grade (DE)	-4	0	0	-1.3
Female	-1	-1	0	-0.7
high social grade (AB)	1	0	0	0.3
16-34 years old	0	2	1	1.0
Ethnically diverse	2	1	0	1.0

\*Example of ranking: There are 4 factors which are negatively associated with participation, low social grade (DE) is the strongest therefore it is given the rank -4. Factors which are not significant are given a rank 0.

# Moving forward with this insight

Only half (51%) of disabled people feel they have the opportunity to be active, with four in five (80%) disabled people reporting that they would like to do more<sup>11</sup>. From this report, not only do we re-emphasise the inequalities that disabled people experience in sport and activity but expand the conversation about the intersectionality of a person, and how various demographic factors might amplify a person's positive or negative experience in sport and activity.

With insight collected over five years of the Disability and Activity Survey, we offer two recommendations for how we, at Activity Alliance, intend to use this information to support our work to ensure that sports and activities meet disabled people's needs in all regions across the UK and demographic factors. This report also reinforces a recommendation stated in the regional report, 'Equip health and social care workers and ensure online activity information is relevant'. These recommendations extend to the wider sport and activity sector and beyond as to how we can work together to tackle these inequalities.

## Recommendation 1: Address intersectional inequalities across disabled people's experiences of sports and activities

- Activity Alliance will use this insight to further our work across regions, policy and campaigning to raise awareness that disabled people, especially those who have mental health problems, are female, or are LGBT+, as these have the most negative experiences in sport and activity. We will collaborate with local and national partners to further our insight, whilst exploring how multiple characteristics of inequality are associated with negative experiences of being active. We will champion good practice across regions whilst also supporting organisations with their inclusive offers to ensure more disabled people can have good experiences being active and feel they belong in sports and activities.
- Partners and providers of sports and activity should use this insight to review how their physical activity offer can be improved to meet disabled people's needs. This insight supports providers by highlighting demographic groups who feel they have the least opportunity to be active. Adopting a person-centred approach<sup>12</sup> is one way that partners and providers can make their offer of sports and activity more inclusive.
- Stakeholders working in policy and commissioning should use this insight as an exemplar of the wider determinants of inequality experienced across society, with sport and activity representing an opportune case study for systemic change.

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<sup>11</sup> [Exploring regional differences in disabled people's lived experiences of being physically active](#), Activity Alliance. 2025.

<sup>12</sup> [Inclusive Activity: Taking a person-centred approach](#), Activity Alliance. 2023.

## Recommendation 2: Expand representation of disabled people across the workforce

- Disabled people aged 65 and above, are LGBT+, or female, feel less represented across the sports and activity paid and volunteer workforce. Activity Alliance will use this insight to support organisations across the sector by implementing recommendations from existing workforce research<sup>13</sup>. This includes advocating employers adopt a flexible by default approach to job roles, provide advice and guidance for employers, and to proactively identify and remove barriers that exist in all stages of the workforce journey. Our Include to Improve<sup>14</sup> programme, led by Activity Alliance and Sport for Confidence, aims to create more opportunities for disabled people to take part, volunteer and work in sports and activities. We will work together with disabled people to shape programme activities based on lived experience, whilst supporting organisations to create sustainable and inclusive solutions that empower and engage disabled people.
- Employers and organisations that offer paid and voluntary positions must ensure that their opportunities for employment are enticing and accessible to older, LGBT+, and female disabled people. Additional insight and data are required to further explore the nature of underrepresentation across the sport and activity workforce, to further align this with negative associations with representation detailed in this report and establish effective recruitment strategies for all underrepresented groups. Better practice must be shared and championed where organisations are striving towards positive associations of belonging across the sport and activity workforce for and by disabled people.
- Government support is required by ensuring Access to Work is efficient in its use and that the application process is inclusive of disabled people's needs. Furthermore, government policy supporting disabled people into new and different workplaces must engage with disabled people, disabled people's organisations, and the wider sport and activity sector to understand how the wider social security system<sup>15</sup> can enable disabled people into work rather than inhibit.

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<sup>13</sup> [Research into the workforce gap](#), Activity Alliance. 2025.

<sup>14</sup> [Include to Improve](#), Activity Alliance.

<sup>15</sup> [Our response to Pathways to Work Green Paper](#), Activity Alliance. 2025.

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**Please contact our research team  
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and use the data in this report.**



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