

Green jobs for Disabled people

A report on the state of green jobs for Disabled people and work needed to improve the accessibility of the sector for Disabled employees

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Bristol Climate & Nature Partnership
Climate and Disability

Community Climate Action
Let's make change in Bristol

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Contributors

The insights for this report were gathered at a roundtable that was run as part of Bristol Climate & Nature Partnership's Climate & Disability programme, connected to the wider Lottery funded Community Climate Action project. The Climate & Disability programme aims to include Disabled people within Bristol's just transition and to advocate for inclusive and accessible action from broader transition stakeholders.

The roundtable was led by two Disabled people Ruth Nortey and Emma Geen, with support from Colin Matthews. The report was written by Emma Geen and Ruth Nortey, using input from the attendees of the roundtable.

Attendees of the roundtable included representatives from BDEF, BRIL, Bristol City Council, Bristol Older People's Forum, Carer's Support, the Sight Loss Council, the University of Bristol, the University of the West of England, the Watershed, WECIL, and Your Park. We give our sincere thanks for their time and insights, without which this report would not have been possible.

Some recommendations have also been taken from Bristol's community climate action plan by and for Disabled people. The ideas in the plan were gathered through engagement with the city's community of Disabled people and updated by the Climate & Disability Forum made up of Liz Crow, Priyanca D'Souza, James Deane, Elizabeth Edgeworth, Phil Gingell, Ruth Nortey, Lynn Parfitt, Beth Richards, Sam Richards, Layla Taylor.







Credit: ShamPhat photography and Evoke Pictures

Introduction

This report maps existing work and work needed around green skills and jobs for Disabled people in the UK. It gives an overview of existing work in the area, identifies barriers to Disabled people accessing green jobs, suggests some possible solutions and quick wins, and recommends projects for future work. Our hope is that it will be used by both Disabled people's organisations and environmental organisations to inspire and secure funding for more work in this area.

The ideas presented in this report were developed through discussions at a Green Jobs and Disability Roundtable held in Bristol, UK on 13 June 2025. The roundtable had three breakout tables each with a different area of focus, these were: green skills, inclusive workplaces and staying in work, and recruitment. The roundtable was attended by paid representatives of Disabled people's organisations, a caregiver organisation and researchers and workers within the green skills and jobs sector. Though we have included recommendations about improving the green sector for caregivers, as only one caregivers organisation was included in the roundtable, we recommend against using the report specifically for understanding green jobs from a caregiver's perspective.

Green jobs and skills were not a focus for the Climate and Disability programme but it became clear through the project that these are vital areas for action, and so the roundtable and this report were added to the programme of work to identify what work needs to happen next.

Supporting more Disabled people into the green sector will facilitate the inclusion of the needs of Disabled people into climate mitigation and adaptation work, and could also decrease the disability employment gap. Meanwhile, Disabled people have many insights and skills that the environmental sector could benefit from if it makes its workplaces accessible.

How to use this report

As this report shows, much more research and work is needed to improve disability employment in the environmental sector. Our hope is that this report will catalyse and facilitate work in this area. We welcome any organisation in any locality to use this report to support their work on disability and green jobs. Our hope is that it will be used to identify where action can be taken on disability and green jobs, to inspire ideas for projects, and to support funding applications to bring these projects to life. We hope that it will encourage Disabled People's Organisations to understand the gains that can be made by working on green jobs and inspire environmental organisations to undertake targeted work on green skills and jobs with Disabled people.

Please credit this report when it is used so that others can discover it and use it as a resource. If you have any queries about how to do this please get in touch at **contact@Bristolclimatenature.org.uk**.

The report also includes a section on quick wins that environmental organisations can use to make their roles and workplaces more accessible to Disabled people. We encourage organisations to use these recommendations but emphasise that these quick wins should be seen as an entry point rather than definitive guidance. Attendees of the roundtable were keen to share these pointers but the development of a comprehensive toolkit for employers would take more focussed work than one roundtable, and is one of the pieces of work that this report recommends.



Credit: ShamPhat photography

Disability and employment context

Employment has historically been an arena with many barriers for Disabled people, and this is only worsening at the time of writing this report. Though not an exhaustive list, barriers Disabled people might face include:

- ableist attitudes and assumptions from trainers, colleagues, employers and potential employers,
- discrimination,
- inaccessible training and recruitment processes,
- inaccessible workplaces,
- challenges to securing reasonable adjustments,
- lack of flexibility in the workplace,
- inability to access experience necessary to secure jobs,
- gaps in CVs due to poor health,
- inaccessible government schemes,
- insufficient and ableist policies from both organisations and government.

Because of these barriers, the community of Disabled people faces a large disability employment gap (the difference between the number of Disabled people and non-disabled people in employment). The latest data (Q2 of 2024) shows that the disability employment rate was 53.1%, compared to 81.6% for non-disabled working age adults. Despite many government employment schemes, the disability employment gap has only slightly narrowed over the past decade.

Disabled people are also paid less for employment. A 2022 TUC report put the disability pay gap at 17.2%. This equates to Disabled people being paid £3,700 a year less on average. The gap is larger for Disabled women (35%, translating to approximately £7,000 a year). Though schemes and policy exist to address barriers, these are largely insufficient. The Disability Confident Scheme is intended to support employers to improve the accessibility of their workplaces and instill trust in organisations for potential Disabled employees.

However, the scheme is not enforceable or monitored, and many disability representatives consider level 1 and 2 of the scheme to not be worthwhile. Indeed, research shows that organisations accredited at level 1 and 3 of the scheme are no more likely to hire Disabled people than non accredited organisations.

The Access to Work scheme, often described as the government's best kept secret, is supposed to supply Disabled employees with equipment or support to get, or stay in, work. Yet Disabled people frequently report it to be insufficent, citing long delays in processing applications and payments, which can lead to missed opportunities, stress and financial strain; and inappropriate decisions from poorly trained advisors. There have also been 'stealth cuts' to the scheme in the last two years that have seen some people have their support packages cut by 80 per cent.

In March 2025 proposed changes to health and disability benefits were announced, including cutting £5 billion from disability benefits. This was framed as an initiative to encourage Disabled people into work but Disabled people's organisations have widely come out against these cuts, highlighting that the changes will make it harder for the majority of Disabled people to access or stay in work. For example the tightening of eligibility to Personal Independence Payments would impact on many Disabled people in work in a way that would mean a significant number of them are no longer able to stay in work. Subsequent amendments to the reforms in June 2025 mean the reforms will not apply to people currently receiving PIP but will still be applied to future claimants, creating a two tier system with significant negative impacts on new claimants.

Though the Government announced a £1 billion employment support package to help Disabled and chronically ill people back into work, attendees of the roundtable all stated that the budget fails to address the systemic issues that are locking Disabled people out of work.

Though this fund has been used to assign more job coaches to Disabled job seekers, in October 2025 job centres reported that they are struggling to find employers who can accommodate Disabled employees. This highlights a gap in current government policies to encourage employers to create more inclusive workplace premises, practices and policies that would improve Disabled people's experience in the workplace.

All of the above means that the UK job market is growing increasingly hostile to Disabled people. Though this makes it a complex time to work on green jobs for Disabled people, it makes the work more vital than ever.


Credit: Evoke Pictures

Existing work

The first section of the roundtable focussed on mapping existing work in the area. Schemes for Disabled people to get into employment, and schemes for people to get into green jobs were identified. However no attendees were aware of any existing projects for Disabled people to get into green jobs in the UK. The Green Skills table identified several interesting initiatives but none of these were focussed on Disabled people.

The report authors are aware of two schemes through their own research. These are:

1. Groundwork UK and Disability Rights UK's 'New to Nature' work placements for young Disabled people in a range of environmental roles. This scheme worked with youth from disadvantaged backgrounds, with Disabled people as one of the three targeted communities.
2. National Lottery Community Fund's 'Sustainable Steps Wales - Green Careers' scheme. This scheme funded projects that aimed to help young people in Wales into green careers and focussed on Disabled people and people from global majority backgrounds. The funded projects all focus on green skills and work placements.



Credit: ShamPhat photography

‘New to Nature’ and ‘Sustainable Steps Wales - Green Careers’ are important initiatives, however both adopt a narrow focus on a much wider and complex issue. Both focus on young people (from 16 to 30 years old), who are an important audience but only a small part of the population of Disabled people, which is skewed towards older individuals in distribution. The transition will require many adults to retrain in environmental jobs, so opportunities for older Disabled people to benefit from green jobs are desperately needed.

Meanwhile, as discussions at the roundtable highlighted, though placements are important, the largest barriers to employment for Disabled people are inaccessible workplaces and practices, lack of disability awareness, and failing support structures from the UK Government. Solving these barriers needs much deeper and focused work. Systemic changes are needed within the workplace to enable Disabled people to stay in work and develop their careers.

The fact the authors of this report and attendees of the roundtable were unable to identify any projects designed to tackle the systemic problems, and only found two schemes overall, highlights the urgent need for more work in this area.



Credit: ShamPhat photography

Barriers

The participants at the three tables identified a wide range of barriers to Disabled people accessing green jobs. These barriers have been split into the relevant themes but where a barrier is relevant to all three themes, these have been collated into a 'cross theme barriers' section.

Green skills

1. There is a lack of opportunities and training specifically geared towards Disabled people.
2. There is a lack of accessible training resources, for example training in BSL, Plain English and Easy Read.

Recruitment

1. Recruitment and application processes are often inaccessible. We don't wish to replicate work of previous guides and research that go into the detail of making recriutment processes accessible (for example the Make Things Accessible guide). Instead of reiterating this work we have pulled out barriers the table identified that are specific to, or particularly relevant for, the green sector:
    a. Person specifications often ask for individuals to have worked for a determined length of time in similar roles. This can further exclude Disabled people who have been unable to work for these years due to exclusion or poor health. It also makes it extremely difficult for Disabled people to begin working in the green economy when they have worked in other sectors and entry level jobs into the green sector are often highly competitive.
    b. Inaccessible language is often used in the recruitment process. For example, job descriptions that aren't in Plain English. This can be particularly exclusionary within the environmental sector, which uses lots of jargon and technical terminology.

c. Interviews often don't offer the flexibiilty to interview online or in person based on the individual's access needs. This can either lead to barriers around transport to interviews, or communication or technology barriers in accessing online interviews. This is particularly relevant given that many green jobs are centralised to cities.

2. Resources on best practice for the inclusion of Disabled people in interviews aren't widely known about or used in the environmental sector.
3. There is a lack of schemes focussed on supporting Disabled people into green jobs. Where these exist they are often age limited and focussed on young people. Since the age distribution of Disabled people is higher amongst older members of the population this means that there is no structure or process for supporting the community to transition into the green economy.

Inclusive workplaces and staying in work

1. Workplaces are often inaccessible. This covers both physical infrastructure and processes. For example, there is a lack of flexible working practices such as flexible hours or job shares.
2. Not enough focus is placed on employers to make their workplace accessible. The Disability Confident scheme doesn't ask enough from employers and Access to Work puts the responsibility on Disabled people to apply for funds to make changes to the workplace.
3. Many workplaces hold poor attitudes towards Disabled people. Disabled people often do not feel valued in the workplace and experience a lack of understanding from employers. Employers may experience reluctance to employ Disabled people due to fear of mistakes leading to legal action.
4. There is a lack of enforcement of existing legislation to prevent discrimination against Disabled people in the workplace.

Cross theme

1. Disabled people are currently excluded from many environmental actions and conversations in general. Any attempt to bring Disabled people into green jobs faces significant barriers around awareness, knowledge and underdeveloped networks.
2. The green job sector uses overly technical language. Plain English is rarely used or understood. Technical knowledge is often required even when it's not necessary for the role.
3. Policies being introduced at the time of writing are increasing the risk of Disabled people and caregivers being pushed into low paid unskilled work. Green jobs for Disabled people must be well paid and meaningful ones.
4. Existing schemes like Disability Confident and Access to Work are not fit for purpose. For instance, the long waits for Access to Work accommodations to be put into place means that Disabled people are at a disadvantage when they start work.
5. There is no central platform to share schemes with the community of Disabled people when they emerge. This means that Disabled people can struggle to learn about schemes that could support them. There are also no attempts to communicate opportunities through the organisations and networks that Disabled people use.
6. Many Disabled people either have caring needs or have caring responsibilities for other people. This requires flexibility around shifts, transport, and options such as working from home.
7. Environmental and accessibility initiatives are often the first to be dropped when budgets are tight. Lack of funds is also often used as an excuse to avoid increasing the accessibility of offerings.
8. At the time of writing, the authors couldn't find any data on the number of Disabled people working within the environmental sector. This lack of data almost certainly reflects a lack of Disabled employees. This absence increases the difficulty of Disabled people entering the sector on several fronts, including a lack of role models, a lack of allies, and a lack of understanding about accessibility within the sector.
9. The majority of Disabled people experience extra living costs. Scope puts this at an average £1095 a month for households with at least 1 Disabled person in 2025. This means that wages often don't go as far.

Solutions

After the discussion about barriers, the participants at the three tables discussed possible solutions to these. Again, these ideas have been split into the relevant themes but where an idea is relevant to all three themes, these have been collated into a 'cross theme solutions' section.

Green skills

1. Pathways to accessing training should be specifically developed for Disabled people.
2. Local based solutions should be developed. For example, working with schools, community groups, and encouraging buy in from business.
3. There should be targeted funding. Bursaries should include ring-fenced pots for access needs and engaging Disabled people.
4. Lifelong learning should be prioritised. There should be targeted engagement with older people.
5. Where possible, time should be compensated to enable more Disabled people to afford investing in training and upskilling.

Recruitment

1. Organisations should practice joined up thinking, sharing best practice, and holding each other to account.
2. Recruitment processes should be made accessible. Previous guides and research have created good guidance on how to do this. We recommend referring to them for more ideas. For example, the Make Things Accessible guide.
3. This includes ensuring that interviews are in accessible venues and there is the option to choose to interview online or in person.
4. Better awareness should be raised for employers and education offered. Organisations should be supported to decrease concerns about starting to do this work.
5. Workplace polices should be reviewed to ensure they don't discriminate against Disabled people.
6. Job roles shouldn't discrimate against applicants who need to drive.

Inclusive workplaces and staying in work

1. The option to work from home or from the workplace. Neither is accessible for all Disabled people so flexibility is needed.
2. Resources for employers to support them to better understand the duty to provide reasonable adjustments including advice on how to assess what is reasonable, and guidance for employees on how to access reasonable adjustments.
3. Specific green jobs and employment schemes targeted at Disabled people. The Equality Act 2010 allows for recruitment targeted specifically at Disabled people. Employers should be encouraged to use this.
4. Celebrate and disseminate good practice and solutions.
5. Disabled employees should be celebrated.
6. Disabled people should be invited to help shape roles.
7. Disabled people should be able to keep benefits when taking on new jobs. Due to issues with the current system, some people are reluctant to start to work as it can leave them less well off. If a work placement doesn't work out then Disabled people are at a disadvantage when trying to get back on the same level of benefits as before.
8. The use of the Disabled people's bus pass before 9am should be permanently secured for all parts of the country.
9. Accessible travel to work must be considered. Disabled people should not be penalized for having to drive to work. Plenty of blue badge spaces should be offered and enforcement to ensure those without a badge do not use them. Employers should acknowledge that some employees will prefer active travel and offer accessible options, such as storage for adapted bikes.
10. Incentives should be offered to employers to make their workplaces more accessible and inclusive. This could be tied to tax breaks or business rates.
11. A green charter should be created, linked to incentives for employers. This could be modelled on a charter like the Green Star charter. Any charter needs to be co-produced with Disabled people, enforced and regularly monitored.

Cross theme

1. Strength existing legislation supporting Disabled people and employment policy. For example, working from home and flexible working should be written into law. These changes should be co-produced with Disabled people. Local and national politicians should support these initiatives, and organisations advocate for politicians to do this work.
2. Improve enforcement of the law. For example, the process of proving discrimination should be made easier and more accessible.
3. Better investment in schemes and roles for Disabled people.
4. Better awareness among employers. In particular, employers should be educated to allay fears about the costs of reducing barriers, which are very often lower than perceived.
5. Increased representation on boards of businesses and charities in the green sector. This will facilitate initiatives to increase accessibility and employment of Disabled people from the top.
6. Cross-organisational working to support joined up thinking, sharing of best practice, and employers holding each other to account. Businesses, consortia and employers should work together.
7. Improvements to Access to Work. These changes should include: more accessible application process with the onus on employers to do the paperwork, lower wait times, increased eligibility, and increased flexibility of what support is considered eligible.
8. Better training, support and guidance for employers to understand the needs of Disabled people and how to support Disabled employees. For example, to list a few areas, employers should be supported to gain a better awareness of infrastructure buildings and access, technological access to web pages, screen readiness, and contrast and colours awareness. Employers should be supported to understand the importance of getting things right the first time - for both the wellbeing of employees and cost saving purposes.

9. There should be better dialogue and communication, both with Disabled employees and Disabled applicants. This includes using more accessible language and providing accessible translations.
10. Eligibility criteria for any scheme or role should be edited through the lens of inclusivity and accessibility.
    Metrics for success and monitoring should be designed to be accessible and inclusive.
11. Organisations that can support Disabled into work, including DPOs, should be advertised and supported.
12. The ethos of all schemes should work from the following philosophies:
    - No one size fits all for Disabled people. Any new schemes need to take into account diverse needs of disabled people.
    - Any projects should be co-produced with Disabled people and DPOs.
    - Design should adopt an intersectional approach, including the needs of Disabled people that intersect with other forms of marginalisation.
13. The positives of Disabled employees, co-benefits and wins in the area should be focussed on. This will encourage Disabled people to enter the sector and employers to adopt a more accessible and inclusive mindset.
14. Partnership and development, wellbeing, retainment, and diversity of ideas should all be prioritised.
15. Many broader societal changes would support the accessibility of green sector jobs. For example, improving public transport and the provision of accessible housing would make accessing employment more feasible for many Disabled people. Bristol's community climate action plan by and for Disabled people can be referred to in order to better understand some of these wider changes.



Credit: Evoke Pictures

Quick wins

After discussing barriers and solutions, the participants at the three tables were invited to identify the quick wins and recommendations they wished to highlight. Organisations working in the green sector are encouraged to adopt these ideas. However the quick wins should be understood as the first step on an ongoing accessibility journey. Of themselves, they are unlikely to address all the accessibility issues that an organisation or initiative should consider.

Again, these ideas have been split into the relevant themes but where an idea is relevant to all three themes, these have been collated into a 'cross theme solutions' section.

Green skills

1. Offer travel bursaries to facilitate participation.
2. Give the option to train online or in person. Use hybrid where possible.
3. Engage older people and develop schemes with them.
4. Ensure that the training provided is flexible around individual needs.
5. Monitor and evaluate schemes for outcomes and accessibility.



Recruitment

1. Adopt a positive 'can do' attitude. This should include: thinking outside the box, meeting employees in the middle, curiosity and active ongoing learning about disability, reflecting on reluctance to address barriers. Take time to understand if there are genuine blockers or if they are merely perceived ones.
2. Widely share the positive steps that your organisation is taking.
3. Offer travel bursaries for interviews.
4. Create a toolkit of things you can offer Disabled employees.
5. Be transparent and clear about the interview process, including a roadmap of the process, sharing interview questions and tasks in advance. Only ask people to do tasks that are directly relevant to the role.
6. Offer a range of options for applications, including videos, and audio recordings.
7. Write recruitment materials in Plain English, including a jargon buster.
8. Make the application process as simple as possible, without lots of work being required for just your application. For example, signing up to your online system and copy and pasting CV information over.
9. Some Disabled people that would be suitable for the role may lack previous job experience. Offer flexibility in how references are collected in these cases.
10. Collect people's communication preferences and use them through the process. For example, phone calls will be more accessible for some people than emails and phone calls will be inaccessible for other people.

Inclusive workplaces

1. Offer accessible information around reasonable adjustments and how employees can request these are put in place.
2. Ask about access and caring needs from the first point of engagement with Disabled employees. Communicate with them about how to best meet their access needs when any barriers occur.

Cross theme

1. Offer flexibility wherever possible. There is no single offering that is fully accessible to everyone. Understand that accessibility is about meeting the specific needs of the individuals you are training, working or engaging with and that this will be an ongoing process where needs may change.
2. Always involve DPOs and Disabled people in projects, policy and scheme design to ensure that their needs and priorities are being met.



Credit: ShamPhat photography

Project ideas

We hope that this report will inspire more work in this area. To that end we have developed the outcomes of the roundtable and ideas from the community climate action plan into ten project ideas.

We strongly encourage any organisation interested in carrying these ideas forward to work with Disabled people during project planning, and that any project should be co-produced with Disabled people with a wide range of impairments.

1. **Resources for employers and recruiters**: Much of the work needed to enable Disabled people to enter and stay in green jobs has to be delievered at an organisational level. Employers and recruiters would all benefit from a deeper understanding of accessibility and how to best support Disabled people within their workplaces and work. Guides should cover - accessible and inclusive recruitment practice, reasonable adjustments and how to put them in place, accessible practices for managing Disabled staff, and how to create inclusive and accessible workspaces. The development and dissemination of key resources and toolkits would provide the green sector with essential knowledge to tackle systemic barriers and could achieve wide reach with relatively little resource.
2. **Resources for self-employed Disabled people**: Disabled people could be supported by the development of guides on how to work on a freelance basis within the environment sector and how to set up their own businesses.
3. **Employment charter**: Research shows that the Disability Confident Employer Scheme falls short on its aims and can even hinder a company's journey towards inclusive practice. Local authorities would therefore benefit from co-producing their own local employer charters with Disabled people. This should be regularly monitored and enforced, and linked to incentives for employers to help them make their workplaces more inclusive to Disabled people.

4. **Role model videos:** Disabled people have historically been excluded from the environmental conversation and been the subject of eco-ablist projects. The environmental sector is therefore unlikely to be the primary choice of work for many Disabled people. Even where there is interest, Disabled people may lack the confidence to apply to green jobs. Creating assets, such as accessible and engaging videos for social media, colleges and general public, about Disabled people sharing their positive experiences of working in green jobs will inform the community of Disabled people about the kinds of green jobs available and encourage them to perceive the sector as an advantageous area to work in.
5. **Educational resources:** There are a lot of existing projects on educational tools for schools, college and university students to educate them on green jobs and to encourage and support them into employment in the sector. However, none of these resources have a disability focus. Resources for careers advisors and schools, including SEND schools, to inform, educate and build confidence in this area would be invaluable for catalysing tomorrow's workforce of Disabled people into the sector.
6. **Job centre resources and training**: Research by Sense reports that almost half (47%) of jobseekers with complex disabilities said that specialist employment services would better enable them to enter and stay in work. Job centres are currently failing Disabled people. Training and resources for job centres to understand how to work with Disabled people, and disability specific support and workshops run by job centres for Disabled people could be hugely impactful for supporting more Disabled people into work. If this work had an environmental angle it would open up a whole new sector for job centres to direct Disabled people towards.
7. **Local accessible green jobs forums**: A local accessible green jobs forum would be constituted from local Disabled people organisations representatives and policy makers. The forum would be a space for these groups to come together to share knowledge and advocate for best practice in local green jobs.

8. **Best practice resources:** Many organisations are daunted by work on accessibility. These risk-averse organisations can be encouraged to embark on this journey by being provided best practice case studies of how other organisations have made their workplaces and processes accessible. These resources should offer best practice case studies on job creation, hiring and keeping Disabled people in jobs, and success stories.
9. **Business breakfasts**: Businesses can be encouraged to develop work in this area and to further their effort in it through discussing the work with similar organisations that are either embarking on similar projects or are further along in the process. Events to bring together organisations doing the work or interested in it will support with education, easing fears and raising awareness and ambition.
10. **Public Sector Procurement guidance**: Public sector organisations should use their influence as a buyer of goods and services by embedding accessibility standards in the entire procurement lifecycle. For example, requiring suppliers to report on how many Disabled people they employ or embedding accessibility objectives into contract term and award criteria. Guidance and awareness raising for organisations on best practice procurement practices would support them to do this work with confidence.



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Closing comments

Disabled people experience many significant barriers to employment. Policy emerging at the time of this report's writing is only deepening these barriers. Initiatives to bring Disabled people into green jobs would not only serve as an invaluable challenge to this trend but improve the strength of the green sector by welcoming in the skills, knowledge and wisdom of Disabled people.

As Sensing Climate writes in its Crip Up Climate Conversation guides, "To be Disabled is to live in a society that doesn't meet your needs, that often damages your wellbeing, and that can threaten your life. There are direct parallels with climate change, which is increasingly creating a world that can't meet the needs of many and is damaging the wellbeing of all living beings. Disabled people, who are forced to become experts at navigating these challenging systems, often develop new types of creative and adaptive thinking that non-Disabled people may not be familiar with and could learn from. As society works to limit climate change and its impacts, it desperately needs this expertise. The exclusion of Disabled people from climate and environmental movements results in the loss of this vitally important wisdom". The loss of this wisdom is particularly adverse for the green jobs sector. We encourage organisations to use this report to understand and address the barriers.

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Credit: ShamPhat photography