DISABLED STUDENT OPPORTUNITIES

BE DISABILITY CONFIDENT

This information sheet suggests steps you can take to become disability confident and features three videos designed to help you navigate each stage of recruitment from preparation and researching inclusive opportunities, through sharing your information positively with employers to asking for reasonable adjustments to the process and understanding your rights at work.

“EMPLOYERS, REALISING THAT THEY COULD BE MISSING OUT ON A MASSIVE TALENT POOL, ARE INCREASINGLY COMMITTED TO RECRUITING CANDIDATES THAT CAN HELP SHAPE A DYNAMIC AND DIVERSE WORKFORCE.”

The Law Society

SHOW CASE UNIQUE STRENGTHS AND SKILLS

Reflecting upon skills you have acquired through managing your disability can help you develop meaningful and original evidence to showcase the unique assets you will bring to the role. For example, a hearing impairment may mean you are a highly attentive listener.

Reflecting upon your abilities may also help you identify other career options that are a good fit for your unique skill set.

Marketing your skills and experience is vital to help employers understand your talent on paper and in person.

This resource may help: myplusstudentsclub.com/resource/embracing-your-strengths/

MyPlus

IDENTIFY DISABILITY-POSITIVE EMPLOYERS

Check to see if the employer is a member of the Disability Confident government scheme.

www.gov.uk/government/publications/disability-confident-employers-that-have-signed-up

Refer to the Business Disability Forum partners and members list.

businessdisabilityforum.org.uk/membership/members

Apply for any opportunities that match your skills and interests - a lack of publicity does not mean that they won’t be an inclusive and supportive employer.

If you have your own business idea, you may be inspired to know that many successful entrepreneurs have a disability - Lord Alan Sugar, Richard Branson and Jamie Oliver for example.

- www.disabledentrepreneurs.co.uk
- Stelios Awards www.leonardcheshire.org/get-support/working/stelios-awards-disabled-entrepreneurs

ACCESS SUPPORT

Organisations that provide information and support, run events and partner with top employers:

- Remploy - www.reploy.co.uk/about-us/
- Leonard Cheshire - www.leonardcheshire.org/get-support/working
- Evenbreak www.evenbreak.co.uk/en#
- Incluzy incluzy.com/
- Enna enna.org/neurodivergent-job-seekers-2/
- Exceptional individuals exceptionalindividuals.com/
- Careers with Disabilities www.careerswithdisabilities.com/
- Vercida resources.vercida.com/jobs-for-disabled-people
- Blind in Business blindinbusiness.org.uk/students/graduates-and-undergraduates
- Stamma stamma.org/get-support/work

KEEP UP TO DATE WITH YOUR RIGHTS AND RESPONSIBILITIES

Disability rights https://www.gov.uk/rights-disabled-person

Access to Work Scheme: www.gov.uk/access-to-work


MAKE A DIFFERENCE

Increasingly, employers are reaching out to get your opinion. Make a difference with schemes such as Disability Connect Mentoring Scheme hdisabilityconnect.org.uk/mentee-zone

careerhub.essex.ac.uk
NAVIGATING RECRUITMENT

Deciding on a career path and securing a job is an interesting and exciting process, although for many it can also seem daunting. This may be the case if you are a neuro diverse student or have a disability or long-term medical condition, as you need to make additional decisions around sharing your information with employers and potentially taking action to ensure recruitment processes enable you to show your full potential.

We’ve put together three short videos to help you navigate the recruitment process and the decisions you face objectively, positively and with confidence.

1. Overcoming potential barriers

Learn to recognise potential barriers you may encounter and find out how to overcome them by challenging beliefs and building your knowledge of the law and the recruitment process.

https://panopto.essex.ac.uk/Panopto/Pages/Viewer.aspx?id=cb291dfc-0c74-439c-8c57-ae7400a7eed

2. Preparing for success

Understand the importance of setting clear expectations before starting a job search and discover the questions to consider and steps to take to ensure your information regarding disability or long-term conditions is shared positively with employers.

https://panopto.essex.ac.uk/Panopto/Pages/Viewer.aspx?id=25d95751-3529-41d6-96f0-ae7700887e5f

3. Positive job search

Understand the facts surrounding disability in the workplace, discover sources of targeted work opportunities and gain tips on how to assess if employers are inclusive.

https://panopto.essex.ac.uk/Panopto/Pages/Viewer.aspx?id=7785a942-5d09-4470-a038-ae77008ff997

Self-book an appointment via CareerHub for 1:1 information, advice and guidance on navigating the recruitment and selection process.

careerhub.essex.ac.uk