

DISABLED STUDENT OPPORTUNITIES

ACCESS INCLUSIVE PLACEMENTS AND GRADUATE ROLES WITH TOP EMPLOYERS

This worksheet explores the legislation that protects disabled workers, introduces some of the support available to disabled job seekers, and considers how disability can enhance your employability.

“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

OPPORTUNITIES FOR DISABLED STUDENTS

Many employers are actively committed to recruiting a diverse workforce because it makes good business sense as disabled candidates bring a unique set of skills to the workplace.

Organisations that facilitate work and placement opportunities open exclusively to disabled candidates:

- www.myplusconsulting.com
- www.employ-ability.org.uk
- www.remploy.co.uk
- www.leonardcheshire.org

IDENTIFYING DISABILITY-POSITIVE EMPLOYERS

- Check to see if the employer is a member of the Disability Confident government scheme.
- Refer to the Business Disability Forum partners and members lists.



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.

POSITIVE DISCLOSURE

Access work safely and achieve your full potential

When and how to tell employers you have a disability is up to you, but talking to employers about your condition and what you need to ensure work is safe and inclusive, ensures your application is evaluated fairly, avoids delays in equipment provision and helps you to settle in without stress or surprises.

Although you won't be eligible for DSA as a placement year student or graduate employee your employer must make 'reasonable adjustments' and you may get help from the Access to Work funding scheme.

<https://www.gov.uk/access-to-work>

BE DISABILITY CONFIDENT

Showcase 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, 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 article may help you do this:

www.theguardian.com/careers/2015/may/06/how-to-use-your-disability-as-a-strength-when-applying-for-jobs

The Guardian

MYTH BUSTING

Myth: Employers won't look at my application because I have a disability.

Reality: Employers must assess applications without discrimination or prejudice. The UK Equality Act (2010) protects groups and individuals with 'protected characteristics' including disability. This makes it unlawful for employers to discriminate (directly or indirectly) against a candidate because of their condition.

Myth: My disability means I won't be able to manage some of the selection processes / tasks in the same way as other candidates.

Reality: The Equality Act also requires employers to consider 'reasonable adjustments' in selection processes and the workplace. This means that job selection processes should be fair, and all candidates are competing on a level playing field.

Myth: I don't want a Disability Confident Scheme 'pity interview' I want to be called for interview because I am the best candidate.

Reality: Employers don't give interview opportunities based on pity. If you're selected for interview it is because you meet the criteria and have the potential to fit the role. Take the interview and show them in person that you are the best candidate.

DISABLED ENTREPRENEURS

You may be inspired to know that many successful entrepreneurs have a disability - Lord Alan Sugar, Richard Branson and Jamie Oliver for example.

If you're interested in starting your own business, check out these links:

- www.businessdisabilityforum.org.uk
- www.disabledentrepreneurs.co.uk
- www.blindinbusiness.org.uk

Contact the Careers Services Team if you would like advice in planning your career, marketing your skills or if you have questions you would like to chat through with our disability specialist.

FURTHER INFORMATION

Disability Legislation:

www.disabilityrightsuk.org

Business Disability Forum for lists of participating employers (partners and members):

businessdisabilityforum.org.uk/membership/

Disability Confident Scheme for lists of employers that have signed up:

<https://www.gov.uk/government/publications/disability-confident-employers-that-have-signed-up>

Access to Work Scheme:

www.gov.uk/access-to-work