



Shape your future



Your Rights at Work (Disability in the Workplace)

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Aims of session

By the end of this workshop, we will have considered:

- How to begin the conversation with an employer about a disability
- What are the implications of telling your employer about your disability

Planning your career

Take a moment to consider:

What sectors or job roles are you interested ?

What kind of work environment do you want to work in?

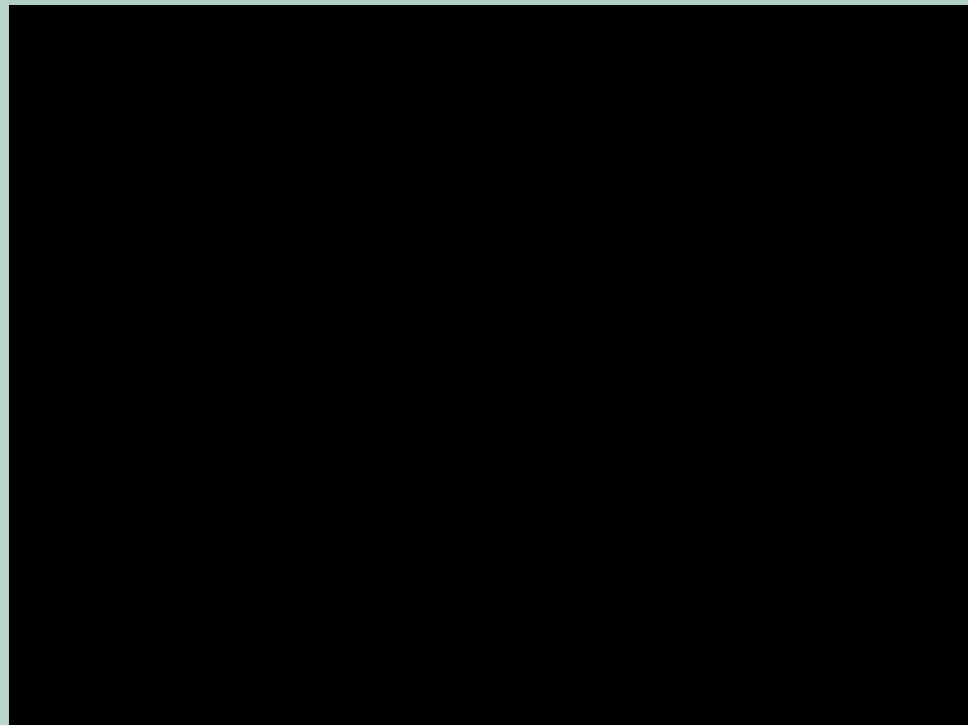
What might happen if you talk about your disability?

What do you think are the benefits of being open?

What do you think are the reasons some choose not to disclose?



Being Open



Why are employers asking during the recruitment process?

Under the Equality Act (2010), an employer can only ask about an applicant's health or disability once a job offer has been made except for these specific reasons:

- To check if you need reasonable adjustments in the application process
- To ensure core functions of a role are met
- They want to improve diversity in the workforce (positive action)
- A disability is a prerequisite of the job
- For monitoring purposes: where identities are anonymised.

When is the best time to start the conversation?



- CV
- Covering letter or personal statement
- Application form
- Equal opportunities monitoring form
- Medical questionnaire
- Prior to interview
- Interview
- Job offer
- First day at work
- Later, when you are established

What are Reasonable Adjustments in a workplace?

- What kind of work space would you want to work in?
- What type of job role or employer do you want to work for?

A good starting point might be to think about your support plan at university (if you have one). What does this include? Would this be helpful as a starting point?

Feel Confident

- Handling disabilities or long term health conditions effectively can be used to show evidence of relevant skills and achievements (e.g. stamina, resilience, perseverance, problem-solving, empathy, maturity, understanding, tenacity)
- Focus on the positives as much as possible and be confident
- Mention the measures you have put in place to manage your disability. If you need adjustments from your employer, think about what these might be in advance.

What are Reasonable Adjustments in an application process?

Discussion:

- What types of support do you think you would need in an application process?
- Do you currently have a support plan for your studies?
- What types of support does this include?

How to find the right employer for you?

- Disability Confident (previously 2 ticks scheme)
- Member of Business Disability Forum
- Mindful Employer
- Equal opportunities statement
- Any support networks
- Informal visit/ discussion

Further support

Let's look at some useful resources that might be of interest to you:

- [Students with disabilities](#)
 - Access to work
 - My Plus students' club
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Further support

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- Careers advice appointments

Book via [careers gateway](#)

- Longer careers guidance appointments

By careers consultant referral

- Disability Rights UK factsheet

<http://www.disabilityrightsuk.org/telling-people-you're-disabled-clear-and-easy-guide-students>

- See our previous session with

Torque Law [Your rights at work: disclosing a disability](#)

(with Torque Law), 29 January lecture capture
