Disclosure

In the 'Be Competitive' phase of the Career Development Journey, you may be faced with the decision as to whether you want to inform an employer or course provider of your diversity.

Should I disclose my diversity in a job application?

It is a good idea to think through the arguments for and against disclosure before making a decision. A number of our students struggle to decide whether to tell a prospective employer or a work experience provider about diversity characteristics, including disability. The decision is a personal choice, and there are several factors that will impact on your decision.

Reasons you may wish to disclose:

- Many employers are keen to employ disabled people. Look out for the ‘two ticks’ Disability Symbol on job advertisements, awarded by the JobCentre Plus. This means the employer has made some commitment to employing disabled people, such as guaranteeing a job interview for disabled applicants, if they meet the minimum job criteria.
- If you disclose, employers will be able to provide you with a ‘level-playing field’ in the Recruitment & Selection process, such as extra time to complete Psychometric Tests & preparing for activities at Assessment Centre. If employers are not provided with sufficient notice they may not been able to make these reasonable adjustments for you. Likewise, if the employer does not know, they are not able to make reasonable adjustments for you.
- Your diversity is a hugely positive aspect of you; interview or application questions that are asking about certain experiences and skills may best be answered with examples about overcoming a particular challenge you have faced.
- Many application forms or medical questionnaires for jobs ask direct questions about disability and health. If you give false information about this, and an employer finds out the truth later, you could risk losing your job.
- If you disclose, employers can get help and advice on adaptations to the workplace for a disabled applicant or employee from the Disability Employment Adviser (DEA) at the JobCentre Plus. Funding is also available through such programmes as the Access to Work Scheme.
- Employers have various ‘working groups’ or associations within the organisation to provide support and advice to staff.
- You may need to explain aspects of your CV, such as a gap in your education due to a rehabilitation period.

Reasons you may wish not to disclose:

- You may feel that your diversity has little or no impact on your ability to do the job.
- You may feel that it will give the employer the chance to label you by your diversity, and thus not recognise your abilities.
- You may not want to discuss your diversity with a stranger.
Help:
If you need any further help or assistance, please book a Career Guidance appointment.

For more information contact the Careers Development Service:

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Percy Gee (Students’ Union) Building
Ground Floor

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w: www.le.ac.uk/careers