Disabled Students
The recruitment process for anyone may seem overwhelming, and if you have a disability additional considerations such as whether to disclose this to the employer may make this all the more daunting. If you’re currently feeling like this don’t worry, the Career Development Service can support you whichever stage of your career planning you may be at.

The Law
The Equality Act 2010 is designed to ensure disabled people have legal protection within their workplace. It helps to ensure discrimination in the workplace does not take place and that an individual’s needs are addressed by the employer both during the recruitment proves and whilst in employment. Further information about your rights under the law as a disabled person can be found here.

Support whilst at University
- **Workshops and appointments**
  The Career Development Service run regular workshops and appointments to support disabled students to navigate the recruitment process including:

  **Sharing your disability with employer’s workshop (find on MyCareers)** - Find out about disabled people’s rights, employer’s responsibilities under the law and disclosing to an employer positively, including what, why and when to disclose, as well as potential support available in the workplace.

  **1-2-1 career appointments** – attend these appointment for advice on any stage of the recruitment process such as reviewing CVs, cover letters and application forms, exploring your career options, reflecting on past applications or support with navigating the recruitment process and employment as a disabled student e.g. disclosing your disability to an employer.

  Further information on how to book on to a workshop or appointment can be found here.

  **The AccessAbility Centre**
  The AccessAbility Centre provides support and practical help for students with dyslexia or other specific learning difficulties; physical, mental health or mobility difficulties; deafness or visual impairment.

  Further information about the AccessAbility Centre, including the services they offer, can be found here.

Useful Links
We have included below a selection of resources and websites, which provide further information and support:

- **Access to Work** - Provides information on support available from the government if you’re disabled or have a physical or mental health condition that makes it hard for you to do your job.

- **Change 100** - A programme delivered by the charity Leonard Cheshire to bring together the UK’s top employers and talented disabled students and graduates to offer three months of paid work experience in a variety of sectors.

- **Employ-ability** - Offer advice and guidance for disabled students & graduates as well as exclusively running a wide range of internships and recruitment programmes on behalf of many blue-chip and public sector organizations.

- **My Plus Students’ Club** – Enabling students with disabilities to connect with graduate recruiters, browse jobs and opportunities posted by disability confident employers and access information on topics such as how to disclose a disability.