CAREERS

INFORMATION FOR STUDENTS WITH DISABILITIES

It is important that students with disabilities and long term conditions are aware of their rights as detailed in the Disability Discrimination Act (1995) NI Order which states that it is unlawful –

* for employers to discriminate against applicants and employees who have disabilities.
* for employers to fail to make reasonable adjustments for applicants and employees who have disabilities

If students believe their disability or long term medical condition may impact on employment or recruitment processes they are encouraged to speak to a Career Consultant through our one to one career consultations (bookable via [MyFuture](https://qub-csm.symplicity.com/students/?signin_tab=0&PHPSESSID=d9351db6802a390d0ec8b2d60853ebb3)) or advise us on applications to the programmes we run. Once informed Careers Consultants can advise on the range of support options available and the possibility of follow-up consultations.

Disclosing your disability to potential employers

It is important to approach the job market with confidence. The decision to disclose a disability or long term condition when applying for a job is personal. There are advantages to disclosing a disability or long term condition as early as possible as this will give employers time to make any reasonable adjustments to the recruitment process that may be required.

Reasonable Adjustments

An employer can make reasonable adjustments for an applicant both during the recruitment process and in the work place itself. This can involve anything from changing the format of an application form (for example increasing the font size or making it available in audio format) to acquiring and modifying equipment in the work place.

Where can I find other information and support?

<http://www.myplusstudentsclub.com> – features real life case studies of students with disabilities applying for placements and graduate jobs, disability ‘friendly’ employers and vacancies and useful articles about the recruitment process and finding jobs

<http://www.uk.specialisterne.com> – a social enterprise supporting students and graduates on the autism spectrum gain and remain in employment

<http://www.disabilityaction.org> – run a number of programmes aimed at helping people with disabilities to find employment with follow-on support available once in work

<http://www.nidirect.gov.uk/> - information available on employment rights and Disability Employment Service (DES) programmes such as Access to Work

<http://www.equalityni.org> – provide guidance and support if you feel you have been discriminated against