FAQs Openness

Why does an employer want to know whether or not I have a disability?
Employers primarily want to know whether or not you have a disability so they can provide you with the adjustments and support you require to demonstrate your full potential during the recruitment process.

This ebook explains why you should be open with an employer:
Benefits of being open

What information should I share with an employer about my disability during the recruitment process?
Share information that will enable them to provide the support / adjustments that you require. Only tell them what is relevant and avoid using complicated medical terminology that they will not understand.

This ebook guides you through the steps to informing an employer about your disability:
How to be open

When should I inform an employer about my disability?
There are several opportunities for you to tell an employer that you have a disability or long-term health condition however the more notice you give an employer of your requirements, the easier it will be to accommodate them.

You can discuss your requirements at the beginning – prior to applying, or on your application form. Equally, you may choose to inform the recruitment team once you have been invited for an interview or an assessment centre.

Who can I contact about my application and disability?
You can find an employer's dedicated disability contact information on MyPlus Students' Club directory of Disability Confident Employers and / or the organisation's website. You should aim to contact the Graduate Recruitment Team as soon as you are invited to an assessment, i.e. an interview or online test, to discuss the support you will need.

I need an adjustment but I don't wish to tell them about my disability.
It is understandable that you may not wish to talk about the nature of your disability to your employers. However, you must understand that it is difficult for an employer to provide what you need if you don't tell them. Rather than discussing your disability, focus on the impact your condition has on your ability to undertake the role.

This series of ebooks will guide you through communicating the strengths you have gained through managing your disability:
Embracing your strengths
Communicating your strengths

What happens to the information I provide?

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On the application form you will be asked what adjustments you require. The recruitment team use this information to implement your adjustments. It is not passed on to anyone else without your permission. The information you provide on the Equal Opportunities Monitoring Form is totally separate to the interview process. It is not viewed by a

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