

What does the employer need to do differently to treat a disabled candidate fairly? What adjustments will be needed?

- Do nothing – no adjustments needed – just give the person a chance and treat them fairly?
- “Think/believe” differently – “this person’s mental health history does not justify rejection – I can take the risk. I must not make assumptions.”
- Train supervisors, recruiters, colleagues, IT departments?
- Tolerate a process which takes extra time – to attract, assess individual need, induct, use job try-outs?
- Accept lower productivity, at least in the short term.
- Change job descriptions, adjust hiring procedures, adjust medical forms; health policies & job descriptions; allow flexi-time, disability related absence etc.
- Make adjustments to IT, workstations, websites, equipment, ergonomic chairs, JAWS, loop systems etc.
- Adjust the built environment, i.e. access to premises, lighting, colour schemes, toilets?
- Welcome “human aides” as adjustments: job coaches, interpreters, personal assistants, advocates etc.
- Invest in targeted recruitment projects, “change how we attract and select, while helping people become job ready & more likely to succeed”

The best practice we brand ‘disability confidence’ requires the employer to:

- Understand how disability affects their business
- Remove obstacles for groups of people with similar impairments
- Make adjustments which enable the individual
- Not make assumptions regarding human potential on the basis of a label