ACCESSING SUPPORT & ADJUSTMENTS DURING THE RECRUITMENT PROCESS
An introduction by Helen Cooke; Director, MyPlus Students’ Club
Agenda

- The purpose of adjustments
- What is ‘reasonable’ to ask for?
- Working out what you need

See next slide for more
THE PURPOSE OF ADJUSTMENTS
What is the aim of an adjustment?

“Everyone is a genius, but if you judge a fish on its ability to climb a tree, it will live its life believing that it is stupid.”

See next slide for more.
Reasonable adjustments: the law

Equality law recognizes that achieving equality for disabled people may mean changing the way that employment is structured. This is the duty to make reasonable adjustments.

An employer has a duty to take steps to remove, reduce or prevent the obstacles you face as a disabled worker or job applicant, where it’s reasonable to do so.

To access the full version of the toolkit, sign up to the MyPlus Universities’ Club here.