

FIND *your* FUTURE

Information for students with disabilities

OVERVIEW

Most UK graduate employers promote equal opportunities and diversity during their recruitment and selection processes and in the workplace. They recognise that employees from different backgrounds bring unique knowledge, skills and experience to their businesses. In addition, there are laws in place to protect people from discrimination in the workplace and in wider society.

For more information see TARGETJobs' ['Equality and diversity issues and your graduate job hunt'](https://targetjobs.co.uk/careers-advice/equality-and-diversity/320069-race-diversity-matters) (<https://targetjobs.co.uk/careers-advice/equality-and-diversity/320069-race-diversity-matters>) and UK government's Equality Act 2010: guidance (<https://www.gov.uk/guidance/equality-act-2010-guidance>).

The list below outlines a variety of resources available to those with disabilities who are looking for work opportunities and/or advice.

Organisations providing advice and support

[Action on Hearing Loss](#)

Action on hearing loss is the UK's national charity helping people who are confronting life-changing deafness, tinnitus and hearing loss. For information on support in the workplace look under 'Live well' > 'Everyday life' > 'Support in the work place'.

<http://www.actiononhearingloss.org.uk/>

[Association of Disabled Professionals](#)

The ADP's services include the provision of employment advice, information and/or peer support. The website provides information on how to set up your own business and websites that provide help with finding work (under 'Jobs').

<http://www.adp.org.uk/about.php>

[Blind in Business](#)

Blind in Business supports blind and partially sighted students and graduates to find work through their Employment and Training Services.

<https://www.blindinbusiness.org.uk/students/graduates-and-undergraduates>

[The British Dyslexia Association](#)

The British Dyslexia Association (BDA) is a national charity which provides information and support for people with dyslexia. Select 'Dyslexic' > 'In Work' for information on dyslexia in the workplace and job hunting. The BDA also has a telephone helpline.

<https://www.bdadyslexia.org.uk/dyslexic/in-work>

[Changing Faces](#)

Changing Faces is the UK's leading charity for those with a visible difference: a mark, scar or condition that makes them look different. The website provides advice and guidance on how someone with a noticeable scar, mark or condition could handle a job application and interview.

<https://www.changingfaces.org.uk/adviceandsupport/self-help-guides/work/a-guide-for-employees>

[City Disabilities](#)

City Disabilities is an organisation for professionals in London who have disabilities or medical conditions that affect their working lives. Through this organisation, you can share your experiences or benefit from those of others through their mentoring schemes.

<http://citydisabilities.org.uk/>

[Disabled Entrepreneurs](#)

Disabled Entrepreneurs support those who have a disability and are looking towards self-employment, in making strategic decisions to developing their capabilities. The website promotes their services, including 'Professional Disabled Business Mentoring', 'Disabled Business Investment' and 'Motivational Disabled Business Speakers'.

<https://www.disabledentrepreneurs.co.uk/>

[Disability Rights UK](#)

Disability Rights UK is a leading charity run by and for people with lived experience of disability or health conditions. The website provides work related information in the form of factsheets and guides - click on the 'How we can help' tab and information can be found under 'Career opportunities: getting work, education and skills'

<https://www.disabilityrightsuk.org/>

[Dyspraxia Foundation](#)

The Dyspraxia Foundation is a charity which seeks to increase understanding of Dyspraxia. Includes advice on employment issues.

<https://dyspraxiafoundation.org.uk/dyspraxia-adults/workplace-employees/>

[Evenbreak](#)

Evenbreak, is a not-for-profit social enterprise with the aim of helping inclusive employers attract more talented disabled people and enable disabled jobseekers to find work with employers who will value their skills. Has advice, resources and a blog. Click on 'Candidates' > 'Resources for Candidates' for resources on personal development, employment options, applying for jobs, succeeding at interviews and discussing disability.

<http://www.evenbreak.co.uk/>

[Exceptional Individuals](#)

Exceptional Individuals help them those with dyslexia overcome key barriers, and work with business to create more inclusive workplaces. The website promotes their CV and one-to-one advice services under 'Looking for work'.

<http://exceptionalindividuals.com/>

[Gov.uk - Looking for work if you're disabled](#)

A selection of information and links for those with a disability looking for work or in employment. Lists Government schemes as well as useful charities and organisations.

<https://www.gov.uk/looking-for-work-if-disabled>

[The Guardian: Securing work experience as a disabled candidate: our how-to guide](#)

The website provides advice and guidance on looking for the right type of employer to discovering what support is available, for those who identify as being disabled.

<https://www.theguardian.com/careers/careers-blog/work-experience-disabled-candidate-how-to-guide>

[The Law Society – Lawyers with Disabilities Division](#)

Lawyers with Disabilities promotes equal opportunities for people with disabilities within the legal profession.

<https://www.lawsociety.org.uk/support-services/practice-management/diversity-inclusion/lawyers-with-disabilities-division/>

[Mind](#)

Mind provides advice and support to empower anyone experiencing a mental health problem. Under 'Information & support' > 'Legal rights' > 'Discrimination at work', there is information about what laws protect you from discrimination at work, what you can do if you are discriminated against, and where you can get support and advice. Under 'Workplace' you can find information on 'mental health at work'
<https://www.mind.org.uk/>

[My Plus Students' Club](#)

My Plus is a disability focused graduate careers website. Provides case studies, resources, advice and an employers' directory.
<https://myplusstudentsclub.com/>

[Muscular Dystrophy UK](#)

Muscular Dystrophy UK offers a personal support system for people at their point of need, with a specialist helpline and free information. They can help with getting equipment, services and financial assistance.
<https://www.muscular dystrophyuk.org/get-the-right-care-and-support/>

[Narcolepsy UK](#)

Narcolepsy UK is a charity that aims to provide relief and aid to those persons suffering from narcolepsy. The website provides information and advice on dealing with Narcolepsy at work.
<https://www.narcolepsy.org.uk/resources/narcolepsy-and-work>

[Remploy](#)

Remploy is one of the UK's leading providers of employment services and employment to people with disabilities and complex barriers to work. They provide a range of employment services to support disabled people into gaining and retaining sustainable employment. They also have a learning business which helps disabled people to develop transferable skills before entering the job market.
<http://www.remploy.co.uk/>

[RNIB - Royal National Institute of Blind People](#)

RNIB is one of the UK's leading sight loss charities and the largest community of blind and partially sighted people. Their website promotes their support services in finding and staying in work.
<https://www.rnib.org.uk/information-everyday-living/work-and-employment>

[Scope Employment Services](#)

Disability organisation in England and Wales. Runs several programmes for disabled jobseekers in the South East and some elsewhere in the UK. For information and advice on seeking employment, look under the 'Advice and support' tab.
<https://www.scope.org.uk/advice-and-support/work-careers>

[TUC - Trades Union Congress](#)

Federation of unions campaigning for a fair deal at work and for social justice at home and abroad. Guidance is provided on a range of disability and diversity issues in the workplace.
<https://www.tuc.org.uk/workplace-guidance/disability>

Disability positive employers

[Business Disability](#)

Business Disability Forum is a not-for-profit membership organisation that makes it easier and more rewarding to do business with and employ disabled people. The website has a list of organisations and partners that are members of this organisation.
<https://businessdisabilityforum.org.uk/membership/become-a-member/>

[EmployAbility](#)

Career management resource for disabled students and graduates. Has a list of 'Disability Inclusive Employers'.
<https://www.employ-ability.org.uk/students/disability-inclusive-employers>

[Gov.uk - Disability Confident: employers that have signed up](#)

A list of employers who have that have signed up to the Disability Confident scheme, and their status (committed, employer or leader).

<https://www.gov.uk/government/publications/disability-confident-employers-that-have-signed-up>

[Reach - Equal Approach](#)

Reach is a unique digital platform which supports Inclusive Organisations to attract and build a diverse talent pool and recruit more inclusively. Has a list of Inclusive Organisations.

<https://reach.equalapproach.com/inclusive-network-organisations/>

Legal Rights

[Equality Advice & Support Service](#)

Provides information about your legal rights as someone with a disability.

<http://www.equalityadvisoryservice.com/app/help>

[Equality and Human Rights Commission](#)

Provides information about your legal rights and gives tips and guidance. Go to 'Individual' > 'About Work' > 'Adjustments for Disabled People' and/or 'Discrimination and Your Rights'

<https://www.equalityhumanrights.com/en/advice-and-guidance?who=individual>

[Mind](#)

Mind provides advice and support to empower anyone experiencing a mental health problem. Under 'Information & support' > 'Legal rights' > 'Discrimination at work', there is information about what laws protect you from discrimination at work, what you can do if you are discriminated against, and where you can get support and advice. Under 'Workplace' you can find information on 'mental health at work'

<https://www.mind.org.uk/>

Neurodiversity and Autism

[Aspirations](#)

Aspirations work with employers to raise awareness and support specific situations to improve understanding of those with Aspergers and high functioning autism amongst recruiters, colleagues and managers. They work with candidates to place them in organisations that are deemed 'Asperger Fit 'n' Friendly'. Use the 'contact us' form on the web page to receive more information.

<https://www.aspirations.org/for-candidates/how-we-help/54/>

[Autistica - An Internship Programme for Autistic Graduates at Deutsche Bank, UK](#)

This report from Autistica looked at one work placement scheme in the UK: a three-month internship for eight autistic graduates at the London offices of Deutsche Bank. The report focuses on understanding the experiences the graduates had during their internship and suggest ways in which employers can make their organisations more autistic friendly.

https://www.autistica.org.uk/downloads/files/Internship-Programe-for-Autistic-Graduates_June2017_FullReport_web.pdf

[Autistica – case study](#)

An account of an autistic graduate who went on to become full-time employee.

<https://www.autistica.org.uk/get-involved/my-autism-story/daniel-employment>

[Incluzy](#)

Disability jobs board

<https://incluzy.com/>

[National Autistic Society](#)

The National Autistic Society help those with autism prepare for work and build on their social and practical skills, confidence and experience through a number of their support centres and their outreach team.

<https://www.autism.org.uk/services/work/work-search.aspx>

Job Listings

[Reach - Equal Approach](#)

Reach is a unique digital platform which supports Inclusive Organisations to attract and build a diverse talent pool and recruit more inclusively. Candidates can search for opportunities using the 'Job Search' button.

<https://reach.equalapproach.com/about-reach/>

[Evenbreak](#)

Evenbreak, is a not-for-profit social enterprise with the aim of helping inclusive employers attract more talented disabled people and enable disabled jobseekers to find work with employers who will value their skills. The website has a jobs board advertising roles from different organisations, for disabled job seekers.

<https://www.evenbreak.co.uk/jobs/>

Internships, work experience and graduate schemes

[BBC – Extend Hub](#)

Extend Hub is the BBC's talent disability recruitment portal.

<https://www.bbc.co.uk/careers/trainee-schemes-and-apprenticeships/extend/extend>

[Blind in Business](#)

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[Civil Service - Early Diversity Internship Programme](#)

The Civil Service's Early Diversity Internship Programme gives an opportunity for those from diverse backgrounds to find out more about the Civil Service and Fast Stream.

<https://www.faststream.gov.uk/early-diversity-internship-programme/>

[Civil Service Fast Stream - Summer Diversity Internships](#)

Information on the summer internships in the civil service for those from an ethnic minority, lower socio-economic background or with a disability. For first years there's also the Early Diversity Internship Programme which takes place in the spring.

<https://www.gov.uk/civil-service-fast-stream-summer-diversity-internship-programme>

[Change100](#)

Change 100 brings together the UK's top employers and talented disabled students and graduates to offer three months of paid work experience.

<https://www.leonardcheshire.org/support-and-information/life-and-work-skills/employment-programmes/change-100>

[EmployAbility](#)

Career management resource for disabled students and graduates. Has a section on 'Internships, Graduate Roles and Scholarships'

<https://www.employ-ability.org.uk/internships>

[The Law Society – Lawyers with Disabilities Division work experience programme](#)

The website promotes their work experience scheme.

<https://www.lawsociety.org.uk/support-services/practice-management/diversity-inclusion/lawyers-with-disabilities-division/lawyers-with-disabilities-division-work-experience-programme/>

[Mencap](#)

Mencap's employment services support people with a learning disability to develop the skills and confidence needed to get a job. They offer three programmes which help to achieve this goal: supported

internships, traineeships and apprenticeships. There is also information about the employers they work with.

<https://www.mencap.org.uk/advice-and-support/services-you-can-count/employment-services>

Muscular Dystrophy UK

Muscular Dystrophy UK offers a personal support system for people at their point of need, with a specialist helpline and free information. Their website promotes their growing network of 700 young disabled campaigners called Trailblazers and their Moving Up project, which offers placements, events and careers resources to young disabled people, as well as working with project partners, to improve employment opportunities.

<https://www.musculardystrophyuk.org/campaign-for-independent-living/trailblazers/get-involved/>

<https://www.musculardystrophyuk.org/campaign-for-independent-living/trailblazers/get-involved/workexperience/>

Finding work opportunities through UCL

Through 'myUCLCareers', thousands of organisations target UCL students and graduates by advertising a range of vacancy types including work experience / internships and full time graduate level roles.

Log in to your own myUCLCareers account now to search for current [vacancies](#) –

<http://www.ucl.ac.uk/careers/vacancies>

Through your myUCLCareers account you can also use the organisation search to identify recruiters by 'occupational area' who have a connection with UCL Careers.

Search organisation listings here:

- <https://www.ucl.ac.uk/careers/company-search>

Funding

[Access to Work](#)

Access to Work provides funding if your health or disability affects the way you do your job. It gives you and your employer advice and support with extra costs which may arise because of your needs. It might pay towards the equipment you need at work, adapting premises to meet your needs, or a support worker. It can also pay towards the cost of getting to work if you cannot use public transport.

http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG_4000347

[Action on Hearing Loss](#)

Action on hearing loss is the UK's national charity helping people who are confronting life-changing deafness, tinnitus and hearing loss. For information about funding, look under 'Live well' > 'Benefits and grants' > 'Disabled Students' Allowances' and/or 'Employment and Support Allowance'.

<http://www.actiononhearingloss.org.uk/>

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Muscular Dystrophy UK offers a personal support system for people at their point of need, with a specialist helpline and free information. They can help with getting equipment, services and financial assistance.

<https://www.musculardystrophyuk.org/get-the-right-care-and-support/entitlements/education-support/>

[Prospects: Disabled Students' Allowances](#)

Information from Prospects on disability-related funding.

<https://www.prospects.ac.uk/postgraduate-study/funding-postgraduate-study/disabled-students-allowances>

[Postgraduate education for disabled students](#)

Fact sheet from Disability Rights UK advising disabled students on applying for and funding postgraduate study as well as what support is available while studying.

<http://www.disabilityrightsuk.org/postgraduate-education-disabled-students>

[Snowdon Trust](https://www.snowdontrust.org/)

Offers grants to students with a physical or sensory disability for help with additional disability-related costs (not usually available for tuition or accommodation). Applications open in February for the forthcoming academic year.

<https://www.snowdontrust.org/>

STUDENTS' UNION UCL – CLUBS AND SOCIETIES

Explore what clubs and societies are on offer at UCL. For example:

- [AIESEC Society](#)
- [Sign Language Society](#)
- [Volunteering Society](#)

For a full list of societies visit: <http://studentsunionucl.org/content/clubs-and-societies>

DISABILITY AND MENTORING

You might also want to explore the '[UCL Alumni Online Community](#)' –

<http://www.ucl.ac.uk/careers/resources/mentoring> to identify UCL graduates who are now working and who are happy to provide support for UCL students.