

Information for Disabled Students

Overview

LSE Careers offers a wide range of resources to support you in your transition from education to employment. Offering one to one appointments with a dedicated Careers Consultant specialising in Disability and Employment, providing access to specialist events and a comprehensive website covering all aspects of disability throughout the recruitment process, LSE Careers aims to provide clear and accessible job search support to all our disabled students.

This leaflet provides an overview of the legislation designed to protect disabled people, how a disabled applicant can demonstrate skills and ability to a potential employer, and a look at sources of employment, including full time work and internships.

Disability and employment

The Equality Act 2010 was launched in October 2010 replacing the original Disability Discrimination Act (DDA). The Act carries forward the protection provided by the DDA and introduces additional forms of protection, for example, in addition to protection from **Direct Discrimination**, wherein an individual is treated unfavourably directly because of their disability-e.g. exclusion from a recruitment process due to an assumption or judgement made about their particular condition and circumstance, the law now states it is illegal to show **Indirect Discrimination**, a form of discrimination where an existing provision, criteria or practice that applies to all applicants/employees may disadvantage any who have a shared characteristic such as a specific disability. This means an employer can no longer claim a lack of knowledge about an individual having a disability as protection for discriminatory practices.

Essentially, The Equality Act 2010 means that an employer cannot treat a disabled person less favourably for a reason related to their disability. Furthermore an employer is required by law to make 'reasonable adjustments' throughout the recruitment process and in the workplace to ensure a disabled person is not placed at a significant disadvantage. There are a vast range of reasonable adjustments that may be implemented to ensure fair access to recruitment opportunities, a typical example being the allocation of additional time for a dyslexic applicant to complete any recruitment based psychometric tests or written exercises. Further information about reasonable adjustments can be found on the LSE Careers webpage [Reasonable Adjustments](#).

Further information about the Equality Act and Disability can be found at [Equality Act 2010: What do I need to know? Disability Quick Start Guide](#) (pdf).

Increasing your chances of employment success

The basic principles behind getting a job are the same whether you have a disability or not. Employers will assess your suitability for the role by looking at whether you have the skills and ability to carry out the role. It is important to note the focus should be on your ability not your disability and where the skill tested may be affected by your disability a recruiting employer has a legal obligation to implement reasonable adjustments in order to test the required skill appropriately.

You may demonstrate the experience you have acquired to date and the skills you have gained from a number of different areas. This could include your time at university, through both your studies and extra-curricular activities such as involvement with LSE clubs and societies, through any work experience you may have had, or from your private life, interests and hobbies. If your disability has made it particularly difficult to gain much work experience during your studies, employers will look for evidence of required skills in these other areas.

Gaining work experience

The skills gained through any work experience while studying, will prove invaluable in your job applications after graduation. Some organisations offer internship schemes for disabled students where the student is merged with all other interns but receives appropriate adjustments and support to enable them to make the most of their experience. There are two organisations that currently work with graduate employers to provide internships for disabled students:

Employ-Ability – offer events, internships, and graduate placements in a range of organisations throughout the calendar year and,

Leonard Cheshire Disability – Change100, an annual summer internship programme run as a partnership between Leonard Cheshire Disability and Vanilla Ventures.

Many disabled students do, of course, obtain internships by pursuing standard entry routes without attending a separate scheme. LSE Careers holds an annual internship fair in Michaelmas term every year which provides a good opportunity to meet employers face to face. Also, try searching for work experience opportunities on the online vacancy board [LSE CareerHub](#). The Careers Consultant at LSE can advise about any disability related issues for students applying direct to employers.

Further Resources

You can book a one to one appointment by emailing careers.disability@lse.ac.uk or calling 0207 955 7135.

[LSE Careers - Students with Disabilities](#)

Information on applications, interviews, choosing an employer, disclosure, legal

issues, reasonable adjustment and information for students with dyslexia.

[LSE Disability and Wellbeing Service \(DWS\)](#)

The central hub for all students who are disabled, have a medical condition, are dyslexic, dyspraxic or neurodiverse, or have specific needs. DWS incorporates the Neurodiversity Service which specialises in the concerns of neurodiverse students, including those with dyslexia and dyspraxia.

The DWS supports LSE in its commitment to enabling all students to achieve their full potential in an environment characterised by dignity and mutual respect. It aims to ensure that all individuals are treated equitably

[Equality Act 2010: What do I need to know?](#)

A quick start guide to the ban on questions about health and disability during recruitment.

[EmployAbility](#)

Opportunities, advice, and support for disabled and dyslexic students & graduates.

[Change 100 – Leonard Cheshire Disability](#)

Internship scheme facilitated by Leonard Cheshire Disability offering summer placements with a range of graduate employers.

[BlindinBusiness](#)

London based charity supporting blind and partially sighted people into work through their Training and Employment Services.