

Student Council Motion Proposal

A Career Service that is Inclusive of the Whole Student Body

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Summary:

Whilst we have a very good careers service at the university, disabled students do not feel that there is an advisor who is trained in disability awareness that they can approach to discuss future pathways. When to disclose a disability during the interview process has led to confusion amongst disabled students as there does not seem to be a general consensus. A weekly job vacancy bulletin is produced weekly by the career service that could be adapted to enable disabled students to feel more confident in applying for the jobs.

Student Council Notes the Following Facts:

- A majority of disabled students are not engaging with the careers service as they question whether advisors are trained in disability awareness and/or aspects of equality legislation which protects disabled people in the workplace and education.
- There are no leaflets/guides in Peirson that outline a pathway for disabled students to access employment whilst studying or post-grad.
- There are no career workshops that are directed specifically at disabled students.

Student Council Holds the Viewpoint That:

- The career service should be aiming to deliver a service that is inclusive of the whole student body, and the main focus should be on ability rather than disability. All advisors should have access to information on disability and barriers to employment to help improve the advice and guidance that they can

provide to disabled students. One careers advisor could be a named contact for disabled students which would give them more confidence to approach the service when they need to.

- Information leaflets/guides should be accessible to the whole student body and cover employability issues regarding disabled students and current legislation-this could be written into existing literature or be a standalone guide for disabled students. This would enable them to be better informed regarding employment and be able to identify the difference between true and artificial barriers.
- The needs of disabled students and the issues surrounding employment are likely to differ to the ones concerning non-disabled students, so ideally workshops should be available that cover this ground. For example, disclosing a disability at the right point in an interview process can be a pivoting point in whether employment is offered, but also the confidence in whether to withhold disclosure is also just as important to understand. The careers service produces a weekly job vacancy bulletin that some disabled students find difficult to address. They do not apply for positions because they do not know if the positions are disability friendly.

Student Council Resolves to Take the Following Action(s):

Mandate the Union to:

- Open up a dialogue between SU, Careers and DDS to ascertain the level of disability awareness training that advisors receive. Discuss the possibility of having a dedicated disability careers advisor who could advise disabled students more effectively.
- Help address the suitability of the information literature available to disabled students and discuss how this can be resolved in the most cost effective way.
- Promote the implementation of dedicated workshops for disabled students so that they are able to make informed decisions about employment and post-grad education.
- The weekly job vacancy bulletin could be adapted quite easily to allow full accessibility and engagement to disabled students. It can be suggested to the person who creates the bulletin that when they accept the job vacancy for that week that they ask the employer whether the post is disability friendly and if it is they could add (DF) next to the vacancy which would give disabled students the confidence to apply for the post.