Specific disabilities

**ADHD: Attention Deficit Hyperactivity Disorder** - Employ-ability have extensive experience of working with students and graduates with a wide range of disabilities including ADHD

**Asperger's Syndrome and Autistic Spectrum Disorders**

- [The National Autistic Society](#)
- [Asperger's Syndrome Foundation](#) for adults with Asperger's Syndrome. Includes a list of career suggestions
- [Network Autism](#): a networking page for professionals with autism
- [Business for Aspies](#) - a book by Ashley Stanford, available in the Resources Room at Canterbury and Medway
- [Developing Talents](#): careers for individuals with Asperger Syndrome and High-Functioning Autism - a book by Temple Grandin and Kate Duffy available in the Resources Room at Canterbury

**Dyslexia** - The [British Dyslexia Association](#) has an employment section

**Dyspraxia** - [Dyspraxic Adults](#) forums including discussions relating to work and job-seeking

**Epilepsy**

- [Epilepsy Action](#) - introduction to epilepsy and working in the UK
- [Epilepsy Society](#)

**Hearing impairment**

- [Action on Hearing Loss](#)
- [Deaf4Life](#) includes a jobs section
- [Deaf Unity](#) runs a graduate support programme in London
- [Deaf-Uk Jobs](#): jobs within deaf organisations, social services working with deaf people, Teacher of the Deaf posts, interpreting positions, audiologists, etc.
- [DeafPlus](#) offers an employment and training service and the site has a useful list of links
- [BID Services](#) – a charity working with deaf, deafened, hard of hearing and physically and sensory disabled people across the UK

**Mental health**

Under the 2010 Equality Act, it is illegal for employers to ask job applicants about their mental health history prior to interview or to discriminate against candidates with mental health issues that do not affect their ability to do the job in question. (There are certain exceptions to the Act, such as the armed forces and the national intelligence and security services.)
• **MIND** supports individuals and works with employers to develop good practice in employing people with mental health difficulties. Includes a free “How to be mentally healthy at work” guide.
• **Rethink Mental Health** - advice and information on mental health issues, including work
• **Mindful Employer** - site for employers who have signed the Charter for Employers who are Positive About Mental Health
• **Time to Change** - a campaign to empower people with mental health problems to feel confident talking about the issue without facing discrimination. Includes a section on support in the workplace

**Speech impairment**

• The [British Stammering Association](http://www.stammering.org) can offer advice and support on interviews, etc.
• [Stammering Law](http://www.stammeringlaw.co.uk) includes a section on employment

**Visual impairment**

• [RNIB](http://www.rnib.org.uk) includes [Work and Employment pages](http://www.rnib.org.uk/employment), with factsheets covering all aspects of employment
• [Action for Blind People](http://www.actionforblindpeople.org) provides specialist support and careers advice to help blind and partially sighted people find employment, start their own business or stay in their jobs if they are losing their sight
• [Blind in Business](http://www.blindinbusiness.org) is a registered charity which helps blind and partially sighted students into work, through training and employment services

**Colour Vision Defects (previously called colour blindness)**

Degrees of colour vision deficiency vary greatly. There are definitely some jobs where it is an obstacle such as in practical roles like electrician or railway signals/power engineer, where you may be doing hands-on work with cabling, or supervising it. Where the roles are more about design and project management and supervision of work is delegated, it's less of an issue and employer attitudes may vary. It’s now less of a problem in electronic design or where a large part of the job is software-based design, as technology can be used to help (e.g. differing contrasts). Prospective electrical engineers may be asked to sit the [Ishihara test](http://www.color-blindness.com/ Ishihara.html).

Disability Discrimination legislation means an employer would now be required to make reasonable adjustments, as long as Health and Safety were not compromised, and provided the employee had disclosed their condition.

• **Colour Blind Awareness** includes advice for people with colour vision deficiency (CVD) and employers on the effects of this condition in the workplace
• The [Institution of Engineering and Technology](http://www.iet.org) (IET) has produced a factsheet answering some of the common questions asked by people who think they may have some form of colour vision defect, as well as those asked by employers in this sector
Further reading

- **Diversity Matters: Disability** produced by AGCAS (the Association of Graduate Careers Advisory Services), this includes information relating to equality law, tips on marketing yourself effectively, advice on how to find positive employers and how and when you might disclose a disability, along with a list of useful contacts and resources
- **Association of Disabled Professionals** provides encouragement and support to individuals in employment or running their own business
- **Disability Now**
- Prospects page on **Disability**
- Westminster University Careers have produced a **guide for students with disabilities**
- **You’reable.com** is a discussion forum on work, jobs and training

**Finding disability-positive employers, disclosing your disability to employers and your rights around disability and mental health**