



Placement support for disabled students

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Careers & Employability

www.uolcareers.co.uk

careers@lincoln.ac.uk

01522 837 828

The Careers & Employability centre is on the ground floor of the University Library.

We are open from 9:00am - 4:30pm, Monday - Friday.

More disability support can be found on our Diversity, Equality, and Mental Health Hub.



lincn.ac/diversity

This guide has been created to support disabled* students who are considering their placement options and is intended to highlight the support available to you. The guide includes support you can access directly through the Careers & Employability service, the University of Lincoln, and wider support.

If you would like any further information or support, please use our **online tool** which will direct you to the most appropriate support for your query.

*Under the Equality Act (2010) you are disabled if you have a **long-term physical or mental health condition which has lasted or is likely to last 12 months or more and causes a significant impact on your ability to carry out normal day to day activities.** This can include chronic illnesses, physical and mental health conditions, and neurodivergent conditions.

Reasonable adjustments

The Equality Act states that “**Employers have a duty to make 'reasonable adjustments' to ensure that a disabled employee is not treated less favourably than their non-disabled counterpart.**”

Reasonable adjustments are also sometimes referred to as reasonable accommodations.

This applies to both the recruitment process and during employment. A reasonable adjustment might include accessibility support or changes to the recruitment process and workplace environment.

Disclosing your disability to an employer can be beneficial for reasons such as:

- Ensuring you do not have to hide any difficulties you might have.
- Explaining limited work experience or gaps in your education.
- Ensuring you are protected by the Equality Act.
- Presenting your disability in a positive light.
- Enabling an employer to make any relevant adjustments in the workplace prior to your work-based placement.

Under the Equality Act (2010), employers in the UK must make reasonable adjustments for disabled employees. There is no set definition of 'reasonable', but adjustments may include:

- Making physical adaptations to the building or equipment.
- Changing work hours and providing flexible working.
- Allowing employees to work from home.
- Getting specialised equipment or modifying existing equipment.
- Allowing rehabilitation or treatment during work hours.
- Providing extra training and updating work manuals.
- Providing an interpreter or personal assistant.
- Adjusting responsibilities to fit abilities and skillsets, where possible.

An employer **does not** have to change the basic nature of the job. If you would like more information on reasonable adjustments in the workplace, check out this [useful article from Scope](#). You can also access support from Careers & Employability [here](#).

Disability considerations for placements

As a disabled student, there may be some additional considerations you need to make before temporarily moving away for placement. Below we have included certain aspects you may wish to consider.

Learn more about disabled students placement experiences!

- [MyPlus Students Club: Applying for an Industrial Placement with a Disability](#)
- [MyPlus Students Club: 5 Steps to finding your perfect graduate placement with a disability](#)

Work arrangements:

- What is the working environment like and what times will you be working?
- What type of work would you like to do?
- Does your condition vary depending on the day, time of day, or the environment you're in?
- Would you need any support to access work premises? This could include lifts, ramps, reserved parking, etc.
- What current strategies do you have in place to manage stress and overwhelm? These can become more important if you are living away from your usual support network.

Day to day living and support:

- Think about the impact of your condition on your day-to-day living and the existing support.
- Support could be friends, family, GP/medical team, Mental Health adviser, counsellor, PA, Academic tutor, Disability adviser, Academic support workers.
- What formal support services are provided by your employer?
- Who would you contact in the event of an emergency?
- What resources and strategies are in place and would these work in the new location?

Your Support Plan:

- What adjustments do you have in place at the University of Lincoln? You could use your PASS plan to see if any of these adjustments would be suitable for the workplace or if you would need additional support.
- Does anything need to be reviewed or amended, so you can liaise with your employer to check what support they can put in place?
- Have you previously used any specialist equipment that you found useful?

Disability considerations for placements

Medical care and medication:

- Establish in good time the types of medical care that you will need to access in a new location. Will you need to travel for regular appointments?
- Will you need to transfer medical records across counties as this can take time when moving?

Mental health:

- Think about strategies for managing and maintaining your mental health while you are away from many of your familiar support networks. What local counselling or therapeutic services will there be and are there any associated costs – Access to Work may be able to support with this.
- Does your employer offer an Employee Assistance Programme?
- Access the **Careers & Employability mental health hub** for advice on managing stress and overwhelm during the transition into work.
- Stay in touch with your wellbeing adviser. You will still have access to the University **Wellbeing Centre** and **Student Support**.

Accommodation:

- What accommodation is available and who organises it?
- How close will it be to your place of work and what transport is available?
- Will the accommodation meet the requirements for your disability in terms of accessibility, adaptations, ensuite, shared or individual facilities?
- You are still able to access University of Lincoln managed accommodation if your placement is nearby. For more information, please get in touch with [**accommodation@lincoln.ac.uk**](mailto:accommodation@lincoln.ac.uk)
- **This article** offers advice on how to find accommodation whilst going on placement if you are not staying in Lincoln.

Student Wellbeing Centre

Whilst on placement, you are still able to access support from Student Wellbeing.

The Student Wellbeing team can offer support, advice or guidance with any challenges or difficulties students may face during your academic studies.

The team can also offer disability related support whilst you are at University.

Visit the **Student Services page** for up to date opening times and contact details.



Support from Careers & Employability

The Careers & Employability service offers a wide range of support and resources to help you into your future career. Head to our [**online tool**](#) to be directed to the most appropriate support for your query.

Visit our [**Diversity, Equality & Mental Health hub's protected characteristics**](#) page for information on all of the different types of support available to you, including resources related to some specific conditions.

Career coaching appointments:

We offer dedicated career coaching for students who experience disability and mental health. These are held with a Careers Adviser who specialises in supporting students from these groups. Please email [**careers@lincoln.ac.uk**](mailto:careers@lincoln.ac.uk) to request a career coaching appointment.

How, why, and when: Talking to an employer about a disability or health

condition: This workshop will help you to understand your rights in employment as someone with a disability, health condition, or mental health condition. You will be encouraged to consider why, when, and how to talk to an employer and begin to identify ways to advocate for yourself. This workshop will be delivered by Becki Commins, our Career Adviser for disabled students, who became disabled after experiencing a stroke at the age of 21.

To book onto this workshop, please visit our [**Events calendar**](#) to find the next date.

Book a **College of Health & Science** placement & work experience appointment [**here**](#).



Book a **College of Arts, Social Science, & Humanities** placement & work experience appointment [**here**](#).



External support

Access to Work is a support scheme from the UK Government for if you have a disability, or a physical or mental health condition that makes it hard for you to do your job. If the adjustments you need to access the workplace aren't covered by your employer making reasonable adjustments, you may be able to get help from Access to Work.

As a student on placement, you may be eligible to receive funding through **Access to Work**. This funding can be used to access interviews, or it can be used once you are in the role. Please make sure you apply with plenty of time for the support to be put in place.

You'll be offered support based on your needs, which may include a grant to help cover the costs of practical support in the workplace. To find out more, visit the **Access to Work** website.

If you need any reasonable adjustments to be made within the recruitment process, you may also find it useful to get in touch with Careers & Employability for an informal conversation.

If you are looking at completing a module based placement, you may be eligible to receive **Disabled Students Allowance**. This can support you to cover disability related costs in your studies. If you are completing a year in industry, you would not be eligible to apply for the year you are not in full-time education.

Student experiences of applying for placement as a disabled student

Want to learn more about others experiences as a disabled student on placement? We have a collection of experiences from other individuals who have been on placement, they may have some insights useful to you!

- **[MyPlus Students Club: Applying for an Industrial Placement with a Disability](#)**
- **[MyPlus Students Club: 5 Steps to finding your perfect graduate placement with a disability](#)**