



EMPLOYER
PROFILE
GOLD STANDARD
BENCHMARK



Introduction

Your organisation's profile is your opportunity to provide disability-related support and recruitment information to the ever increasing number of **MyPlus Students' Club** members.

The following information is designed to enable you develop your profile to Gold Standard and, in doing so, fully demonstrate your organisation's commitment to being inclusive of all potential applicants.

In this document there are clear guidelines, with Gold Standard best practice benchmarks, to give you examples of how you can make a step change in your profile, including visual elements such as photos, videos and links to engage students, to enable you to market yourself as an employer of choice to disabled students.

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Left hand side bar content

Graduate Recruitment Contact

Providing contact details helps to promote you as an approachable and disability confident employer. Please note that these details are only available to signed up members who are logged into MyPlus Students' Club.

Please provide a name, job title, phone and email contact details along with a head and shoulders corporate hi-res photo (approx. 80px x 80px) of the member of the graduate recruitment team that you would like featured as the key contact within your employer profile.

Quote

Provide a short quote from someone within your organisation that reflects your organisations approach to disability.

Networks

Provide the contact name of the Chairs / Co-Chairs of your Disability Network, Mental Health Network and any other disability focussed networks.

Below is an example of what your contact details will look like:



Alice Stewart

Alice.Stewart@uk.ey.com

+44207 197 0822

Message Alice

Below is an example of how your quote will appear:



"A friendly, approachable culture at EY means I am never worried to say if I feel my disability may interfere with my work."

James Gower

Company

About Us

When a student visits your profile on the MyPlus Students' Club website this is the first page they will land on. It is intrinsic that this section outlines your organisation's commitment to disability.

To be Gold standard it should:

- Be disability specific; talking about Diversity and Inclusion is good however being disability specific is better not least that this is a disability-specific website.
- Explain how your organisation supports people with both visible and invisible disabilities.
- Introduce your disability networks.
- Demonstrate the initiatives in place to help disabled graduates and employees succeed.
- Include videos or links to demonstrate the above – this could be an already existing media file, a link to content on your website, a link to YouTube or Vimeo.

Did you know?

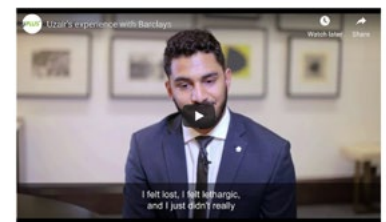
This is your opportunity to communicate what differentiates your organisation from others in the industry.

- Demonstrate how your organisation's commitment to disability has positively impacted the business and culture of the firm.
- Highlight any initiatives your organisation has introduced to support your disabled employees.
- Include any videos or links which can demonstrate the above this could be an already existing media file, a link to content on your website, a link to YouTube or Vimeo.
- Showcase all your employment and disability awards. Eg Accessibility awards, awards from organisations such as MyPlus, Stonewall, the Business Disability Forum.

For examples of Gold Standard please take a look at the About Us and Did You Know? sections on the [Barclays profile](#):

About us

Barclays is committed to being a disability confident organisation. Our objective is to become the most accessible and inclusive bank for all colleagues, customers and clients.



Barclays aims to be an employer of choice for talent. We are committed to providing the support that you may need to be successful at Barclays – be it equipment, flexible working, line manager support and vibrant colleague disability network, Reach. We run Disability Listening Groups, hosted by senior executives across the business; at these forums colleagues with disabilities meet with senior leaders to discuss opportunities for change to help make the working environment inclusive and accessible. Find out more about Barclays Disability Network, Reach – one of the Top 10 Global Accessibility Networks.

Did you know?

The insights of our colleagues with disabilities help us to identify new ways of making our products, services and facilities accessible to everyone.

Barclays is at the forefront of some of the biggest accessibility innovations within the Financial Services industry. Find out the ways in which we lead disability in banking:

Talking ATMs

For individuals who are visually impaired.

[Learn about talking ATMs](#)

Sign video

Hearing and speech services for the hearing impaired.

[Watch sign videos](#)

Barclays Accessibility

We even have a [Barclays Accessibility](#) Twitter page

Our People

In this section you can provide insights into what it is like to work at your organisation as a Graduate and Experienced Hire/Professional who manages a disability.

Disabled students/graduates applying for graduate roles are more comfortable being open about their own disability when they can see examples of others who have been open and were successful with their application.

Information to be included:

- Gold standard benchmark requires a minimum of 6, ideally 3 Graduate and 3 Experienced Hires/Professionals stories/case studies.
- Photo – a large hi-resolution corporate head and shoulders shot, with the subject central within the photo. Please see to the right as an example.
- For existing case studies, please confirm if they are still considered Graduates or if they are now Experienced/Professional.
- Here are some examples of stories from the workplace:

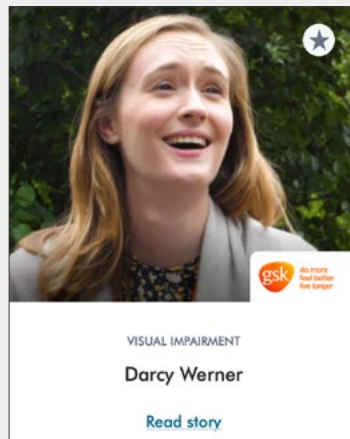
Example corporate head and shoulders photo



Chris Parsons



Darcy Werner



- For Gold Standard benchmark, please view the "Our People" section in the Employer profiles linked below: [EY](#) and [GSK](#).
- Please use the attached [guidelines](#) for writing a case study.

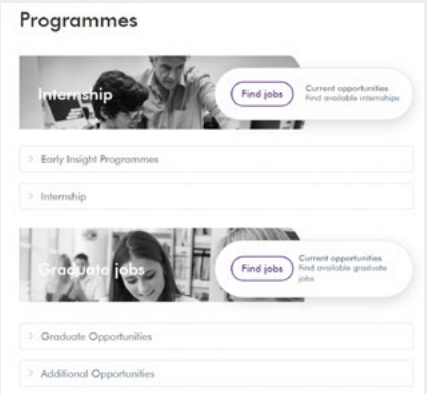
Programmes

Provide an overview of your internship, graduate & apprenticeship opportunities & programmes.

Information to be included:

- A brief description of your student opportunities, e.g. insight days, internships, etc. Include what your organisation offers, the experience provided, where they will work and who they will work with.
- A brief description of your graduate, training contract and apprenticeship opportunities – include details of the scheme e.g. number of seats/rotations, degree requirements, experience required and the experience they will gain.
- To make this section Gold standard, include a link to additional details about these opportunities in the careers section of your organisation's website.
- To advertise jobs within our jobs listing section please complete the proforma attached.
- In addition to your job ads being listed on our website, they will also be featured weekly on our social media platforms and monthly in our jobs bulletin that is distributed to all of our members.

For examples of Gold Standard, please take a look at the Programmes section of the following profiles: [Barclays](#) and [KPMG](#)



Application Advice

This section enables you to offer advice to disabled students who are thinking of applying to your organisation.

Information to be included:

- Guidance aimed at answering questions that students with a disability might have about the application and recruitment process.
- Guidance on the key strengths/competencies you look for and encourage applicants to assess their personal qualities against these.
- Tips and advice on explain mitigating circumstances on their CV/application form.
- Tips and advice on interviews e.g. techniques, preparation, being open/disclosure.
- Include a video from a senior manager, recruiter or recent graduate; this could be an existing media file, a link to content on your website, or a link to YouTube or Vimeo.
- Links to a guide or the careers section of your organisation's website that can provide further information.

For examples of Gold Standard, please take a look at the 'Application Advice' section of the following employer profiles: [Barclays](#) and [Enterprise](#)

Application advice

Paul Smyth, Barclays' Head of IT Accessibility, and himself registered blind, shares his tips for would-be applicants.

Be upfront

Don't be scared to disclose your disability at the earliest opportunity, it gives the organisation a chance to provide you with the help and support you need.

Be positive

Managing a disability can help you develop different skills and strengths. Highlight these at interview by drawing on your own personal experiences.

Be assertive

Be proactive and clear in asking for any reasonable adjustments that you need. Don't apologise!

Our people reflect more than just a bank, they reflect the world. So we've taken great care to foster a culture that will welcome and involve you whatever your background. We embrace differences and consider creating and maintaining a diverse and inclusive environment vital to our continued business success.

Disability Support

Recruitment Adjustments

This section enables you to inform students/candidates about the support and adjustments that are available during the recruitment process.

Information to be included:

- Examples of how you can adapt any, or all, parts of the recruitment process to accommodate candidates' requirements. e.g. accessibility, increased time, access to an interpreter, use of a PC.
- Details of how to request adjustments.
- Contact details: email and phone number, for a named individual who can be contacted to discuss anything relating to a disability.

Workplace support

Highlight the support and adjustments available to employees once they have joined your organisation.

Information to be included:

- Examples of support and adjustments available to your employees.
- Live examples of some of the adjustments currently being used is a great addition in this section, especially via a video media file or link to your website, YouTube or Vimeo.

For examples of Gold Standard please visit the Disability Support section of the employer profiles of [Barclays](#) and [EY](#):

Disability support

Recruitment Adjustments

We recognise that different people need different types of reasonable adjustments. However, these are some of the typical examples of adjustments that we can make. Contact Luke Martin for more questions and to find the best adjustments for you.

Increased time available

When you are completing your verbal and numerical reasoning, verbal comprehension tests, as well as increased preparation time at assessment centres.

Hard copy

We can arrange for a hard copy version of your tests to be completed within the office.

Contact point

You will have a dedicated point of contact within the Campus Recruitment team.

Workplace Support

Types of adjustments may vary; physical adjustments may include specialist equipment (e.g. assistive software relating to dyslexia, or ergonomic furniture to improve work stations). Non-physical adjustments could be, for example, adjusting roles and responsibilities or performance targets and/or offering flexible working patterns or regular breaks.

At Barclays, practical advice and tools are available to colleagues so that they're clear on the support available and how to get it. This includes extensive online help, a self-service requesting portal for workplace adjustments and an employee assistance helpline provided by our small HR workplace adjustments team.

Once Workplace Adjustments are in place, colleagues may choose to record the details on the Barclays Workplace Adjustments Passport. This is a living record of adjustments that can be retained by the colleague and their line manager and reviewed regularly. It can also be referred to when changing roles or reporting lines to help inform the new line manager about what adjustments are in place along with other relevant information.



Events

Tell students about your upcoming careers events. These events will be featured in both your employer profile and the events section of the MyPlus Students' Club website and will be shared weekly via our social media platforms.

Information to be included:

- Event dates and time.
- Location.
- How to register.
- Encourage students to meet you at your stand on campus or at the venue.
- Include any events that are relevant to students/graduates seeking employment eg campus events, events at your offices etc.
- Details of your events need to be provided via the attached [proforma](#) or by sending a link to the event details on your website to jo@myplusconsulting.com

Below is an example of an event:

EVENT

STARTING: 09 NOV 2022

Wednesday 9th November
12.00pm - 1.00pm
WEBINAR

REQUESTING THE SUPPORT YOU NEED

MyPLUS+
STUDENTS' CLUB

Smashing the recruitment process:
requesting the support you need

[View event details](#)