

Declaring a disability

Employment is now covered by the Disability Discrimination Act (DDA). It is unlawful for employers to discriminate against disabled people when recruiting new staff.

Opinions will differ, but generally there is no need to put your disability onto your CV, as at this stage it should make no difference to your potential employer.

If you're asked in an interview or on an application form whether you have a disability, you must answer this truthfully as if you sign to say you do not have a disability this will have consequences later on.

Many employers have now made a commitment to employing disabled people and guarantee you a job interview if you meet the minimum criteria for the job.

It's much easier for employers to respond to your needs if they can prepare in advance. It's a good idea to disclose a disability before an interview, although this is not a legal requirement. You will want to be remembered for your skills and experience rather than for your disability.

If you wait until the interview and you have a disability you haven't told the employer about, it may take them by surprise. They may ask irrelevant questions about your disability that you could have answered on the application form. The time should be spent explaining why you're the right person for the job, not focusing on issues of disability.

Under the DDA, employers must make any 'reasonable adjustments' you might need in order to enable you to work for them.

It is worth remembering that if your employer does not know you have a disability, they cannot make any adjustments to help you succeed in your job.

If you are seeking a job and need advice on [how to improve your CV](#) or [writing a covering letter](#), contact Words Worth Reading Ltd for a full job seekers CV overhaul.