

How to make jobs more inclusive.



It's Learning Disabilities Week 2024!



Ealing Mencap did a survey for people with Learning Disabilities to find out what will help them at work.



Here's what they said.



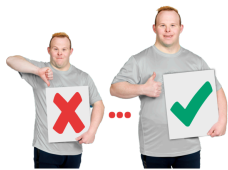
Job Interviews



“Interviews are hard. They ask difficult questions.”



Many people with Learning Disabilities find job interviews very hard.



Employers need to find better ways to interview people with Learning Disabilities.

Application Forms



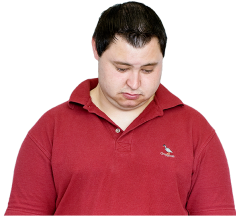
Application forms are very difficult.

People with Learning Disabilities preferred Easy Read forms.

Making Assumptions



“They see me and think I am not the right person for the job.”



Many people with Learning Disabilities feel they are unfairly judged by employers.



One person said, "Managers make assumptions."



This means that even though there are laws to stop discrimination, people with Learning Disabilities still feel it happens a lot.

Training and Understanding



People with Learning Disabilities said many employers don't understand how to support them.



Employers should have more training to help people understand someone with a Learning Disability.



Others said it would help if employers understood Makaton.

What Can Employers Do?



This is what some people with Learning Disabilities said will help them at work



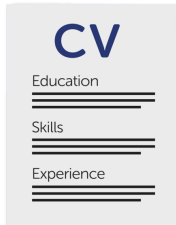
Show us around and explain instructions in an easy way.



Use less words on forms.



**Have better ways to help us get jobs,
not just interviews.**



**Recognise that everyone has skills, even
if people find some things challenging.**



**Provide training for staff to understand
Learning Disabilities.**



**Make reasonable adjustments based on
our needs.**



**Offer more job opportunities for people
with Learning Disabilities.**



**Have more disability-friendly facilities
like toilets.**

Thank you for reading!

