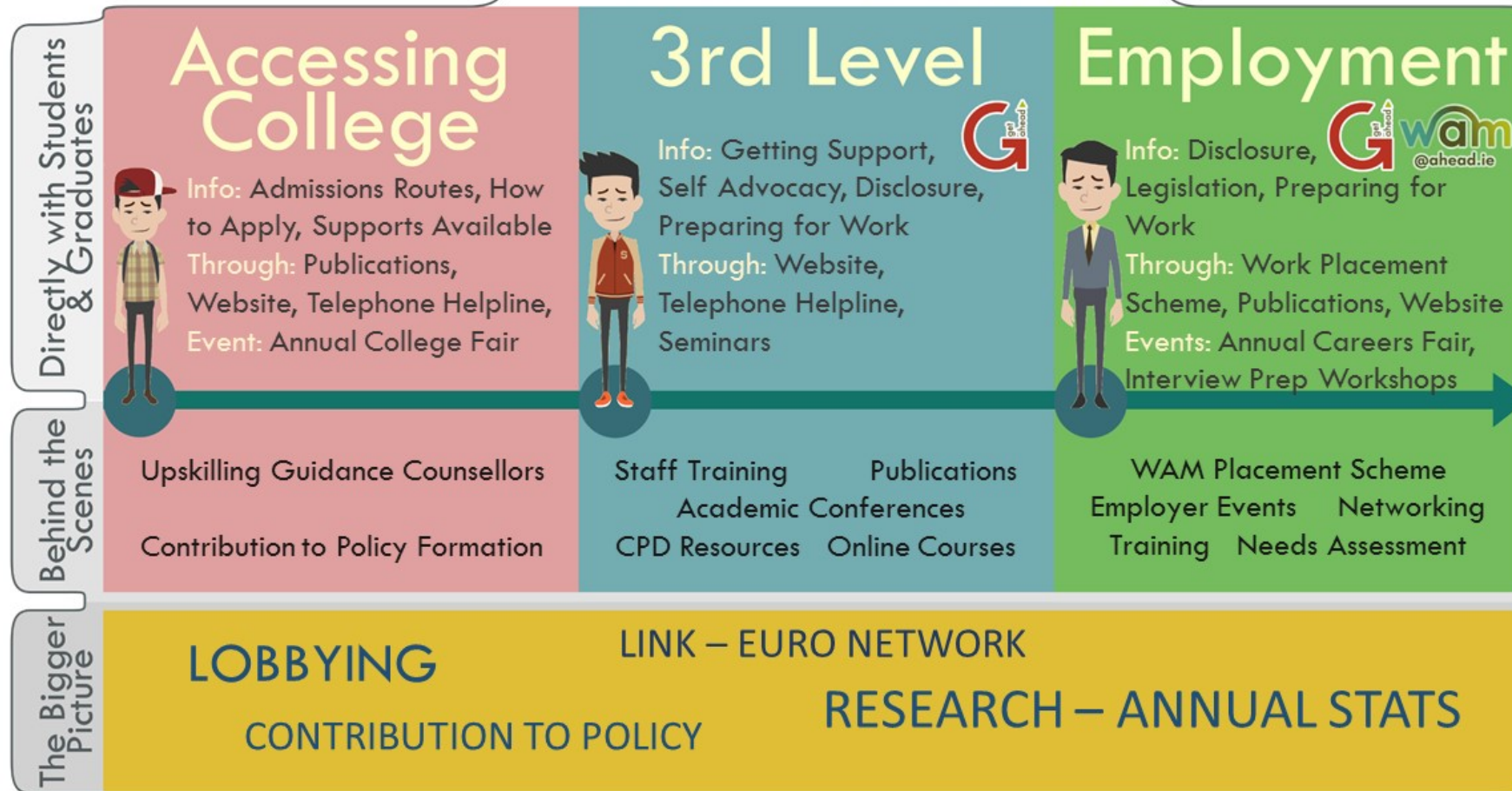


Disclosure & WAM Programme

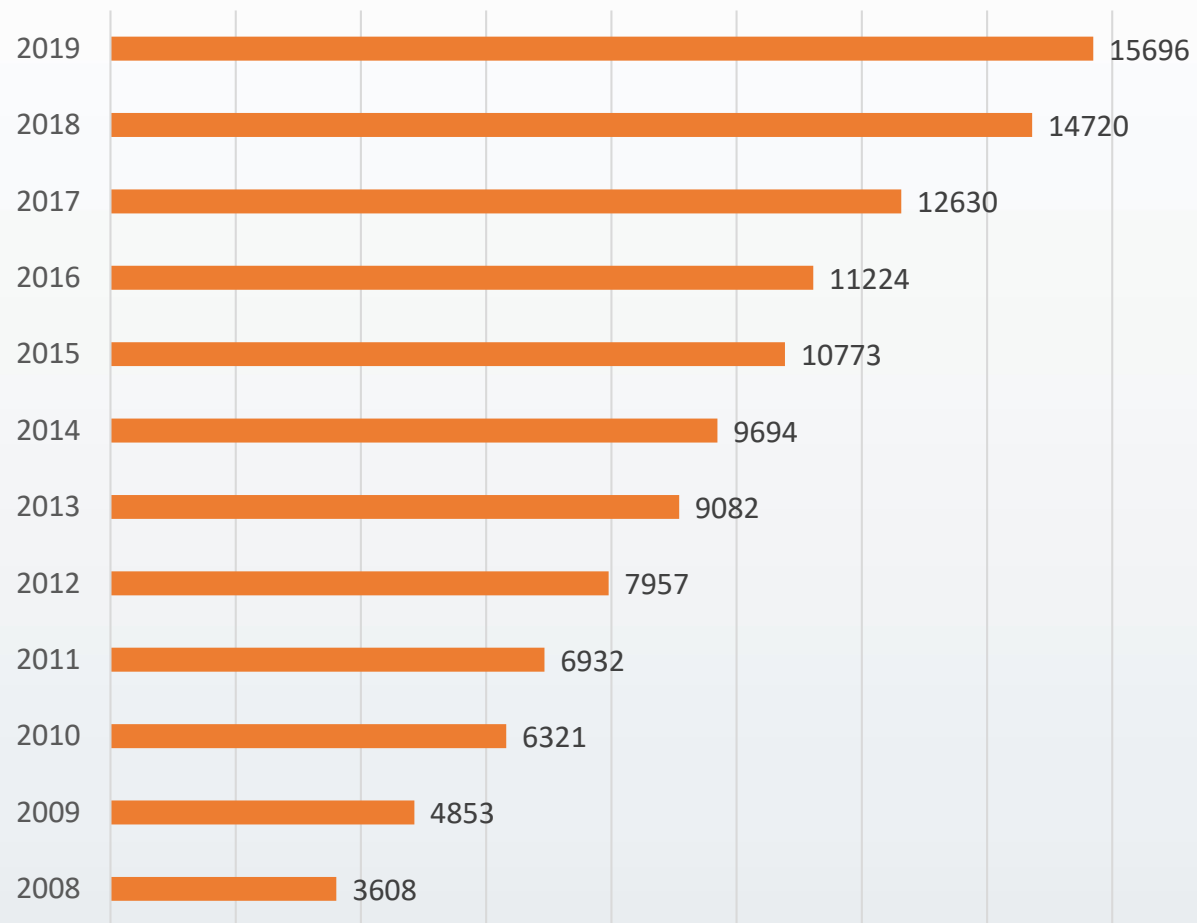
Hannah Kelly



WHAT WE DO



Number of Students with Disabilities



1 IN EVERY ROW

New AHEAD research has shown that students with disabilities now make up

OVER 5%

of the total student population in higher education in Ireland. In real terms, this means that in an average university lecture hall with 20 rows seating 400, there will be on average one student with a disability sitting in every row.

What is Disclosure?

- Informing someone about your disability, specific learning difficulty or mental health difficulty



Disclosure is not just a label...

Understanding

- **how** you do something...

Knowing

- what **accommodations** work best for you and being able to talk about them...

Having

- A **POSITIVE ATTITUDE** encouraging others to get to know you, how you do things rather than what you are.

What does the legislation say?

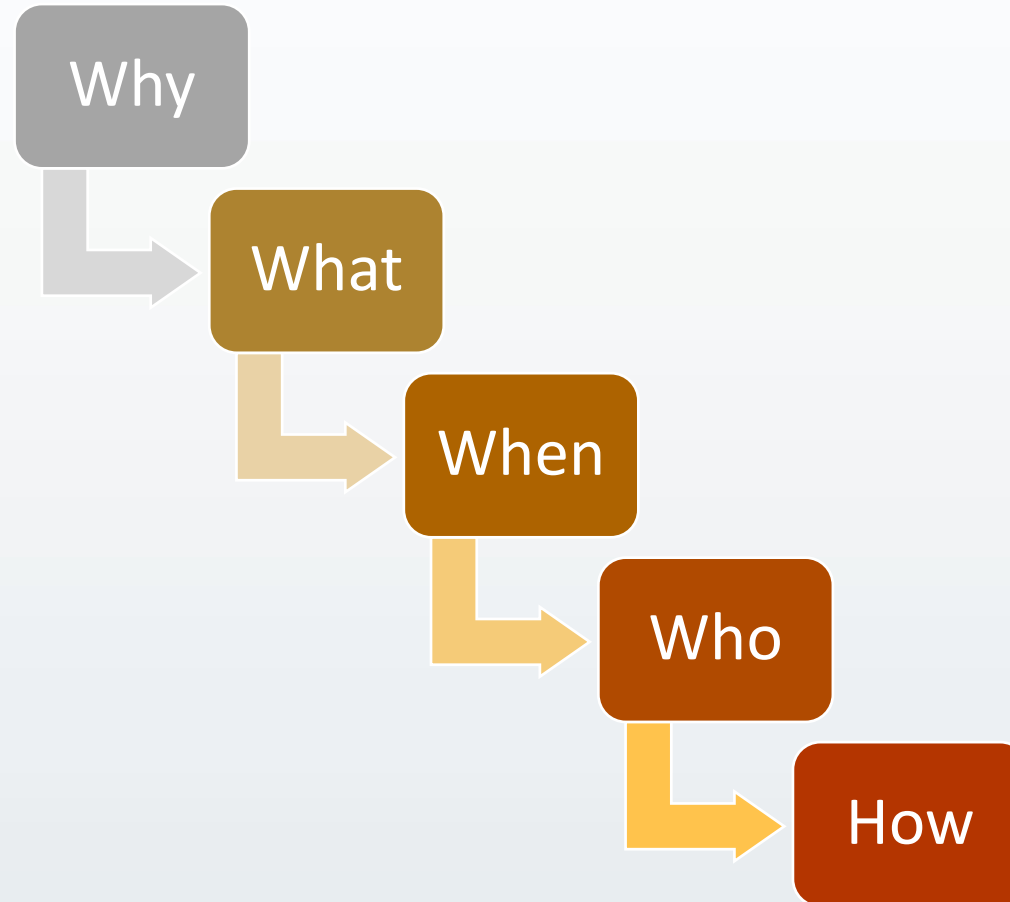
- Disability means:
 - a) the total or partial absence of a person's bodily or mental functions, including the absence of a part of a person's body;
 - b) the presence in the body of organisms causing, or likely to cause, chronic disease or illness;
 - c) the malfunction, malformation or disfigurement of a part of a person's body;
 - d) a condition or malfunction which results in a person learning differently from a person without the condition or malfunction; or
 - e) a condition, disease or illness which affects a person's thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour."

What does the legislation say?

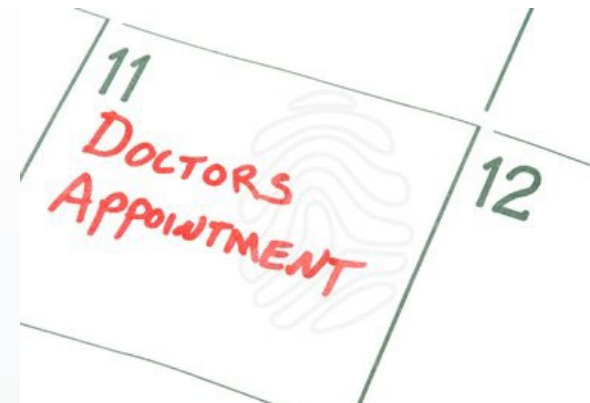
- Equal Status Act 2000
- Employment Equality Act 1998
 - Take **appropriate measures** unless the measures would impose a disproportionate burden when accessing or advancing in employment.
 - Adaptation of premises/equipment
 - Pattern of working time
 - Distribution of tasks
 - Provision of training



An Action Plan for Disclosing



Why disclose?



What will you disclose?

- If asking for something, it is necessary to give some background information
- Disclose **relevant / useful** information....
 - I have dyslexia and I need a piece of AT to enable me produce grammatically correct written work.
 - I have a mental health difficulty and I need more time off for medical appointments.
 - I have an ongoing illness which requires my workspace to be ergonomically set up.

When to disclose?

- On the application form?
- Before the interview?
- At interview with the employer?
- When I get a job offer?
- At the medical?
- When I'm on the job?



Who should know?

- Only tell those who need to know....
 - Line Manager
 - HR Staff
 - Health & Safety Officer
 - Team or Colleagues



How to disclose?

- Entirely up to you!
- Follow up on verbal disclosure with a written record if you are seeking reasonable accommodation

Remember...

- Your choice – but think about consequences;
- Be specific. Every person is different.
- Not sure – discuss your options!
- Prepare and practice. Think about what you want to say
- Be aware of supports
- Be aware of your strengths and skills!



What is the WAM Programme?

6 months

Fully Paid

What is a WAM Placement

Needs Assessment

Mentoring

WAM Placement

MY ACCOUNT

Welcome Caroline.

[VIEW AND UPDATE ACCOUNT DETAILS](#) [LOGOUT](#)

PLACEMENTS

This is a list of all WAM placements currently available through AHEAD. To apply for a placement simply tick the box to confirm your selection. You will receive an email notification confirming your application.

Some placements will require specific documents as part of your application, you can upload those below underneath the placement heading. Please see the placement page for details on what documents are required.

By applying for a WAM placement you are confirming that you have read the [information Pack](#) and understand and agree to our [Terms & Conditions](#).

There are no WAM Placements positions available at present.

MY DOCUMENTS

Here you can upload your most recent CV. **Your CV is stored here and will be included with EVERY application for a placement, unless otherwise specified in the placement advert page.**

These documents are stored in a protected folder and can only be accessed by AHEAD administrative staff and yourself.

GOT A QUESTION?



Do you have a question about:

- Disability and employment
- Workplace accommodations
- Disclosure
- What to wear
- Interviews
- CVs

We're here to help! Just type your question below and we'll get back to you through your registered email address.

SEND

ACCOUNT STATUS

If you wish to disable your account for

To register:

ahead.ie/wamworks

Current Opportunities

Home » News & Events » WAM Opportunity: Diageo - Environmental Health and Safety Coordinator

Wednesday, 27th January 2021

To apply for any WAM Placements and to be informed of WAM opportunities as they arise, you must register on our [WAMWorks Database](#).

Please note: you must have a disability, specific learning difficulty or mental health difficulty to register on our database and to apply for WAM placements. All our WAM placements are full time.

To get answers to some of the most common queries, read our [WAM FAQ](#) page.



A third level qualification. An Environmental, Health and Safety Technical or Science qualification would be desirable.

Closing Date: 12pm, Friday 12th February 2021

WAM Civil Service 2021:

- Live from next week
- Interviews
- Placements nationwide in a range of areas



Any questions?

