



So much useful info being packed into this months newsletter as we finally find some sunshine and head into September. We've got the [international day of sign languages](#) to celebrate on 23rd September, [National Inclusion week](#) from 23rd to 29th September and [Colour Blind Awareness day](#) on the 6th September - is your workplace joining in with activities for any of these? We'd love to hear about it!

Questions for your recruiting team - What's your candidate experience? What even is a candidate experience and why do you need to be aware of this? Read more about it below and then test yourself with this months conversation crossword.

Did you know that someone with 4 quality work experience opportunities is 5 times more likely to be employed? Or that lack of experience is the number one reason why candidates are not offered a position. With less than 1 in 10 adults with learning difficulties able to find employment, find out more about Central Co-op and the fabulous work they are doing.

Something free to support your business? Of course! We've got an amazing Leisure and Tourism focussed Employment forum on the 8th October with Guest Speakers from Chatsworth House Trust and Gulliver's Kingdom. Its free and online if you want to join us and find out about how these successful businesses are managing recruitment and diversity. There's a Ten Minute Training on using AI in recruitment and hear from lived experience of Disability in the Tourism industry. We've also got amazing businesses speaking at the engineering special in December and a Retail industry focus in the new year - so come and join us! More info below or contact us [The DEED team](#)

- What's Your Candidate Experience?
 - Work Experience - a great way for you to find motivated employees
 - Wanted: Outspoken, self-reliant, strong, Ninja-Rockstar-Warrior for admin role in quiet office. Results-oriented, super-decisive applicants also needed for light photocopying duties only!
 - Our Brand-New Online Disability Employer Partnership Forum.
 - What is DEED?
 - And Finally...
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Image from article: [Nearly nine in ten adults with learning disabilities find it hard to find jobs](#)



What's Your Candidate Experience?

Have you considered that your applicants are interviewing you as much as you are interviewing them?

Check out our thoughts on the candidate experience below. There's also lots of excellent [quick reads](#) via the links if you want to know more...

In a modern competitive job market [what you can offer your candidates](#) during recruiting (yes, even the unsuccessful ones) makes a difference. If your workplace is not getting the quality, quantity or [diversity](#) of applicants your business needs, or [too many candidates are dropping out](#), then take a look closer to home.

Your candidate offer starts well before the interview and extends even after a rejection. This is not just about your [choice of cliches](#) on the [advert](#) and the jargon on the specification! Have you also thought about...

- How your [employees feel about the company](#) and where they communicate this
- What images of leadership, working environment and inclusivity are on your website and social media
- How you deal with enquiries and how easy this process is for a candidate
- Have you got a description of your hiring process - [like this great example](#)
- What are your waiting times and how do you manage expectations
- Do you give feedback on interviews and application forms for all candidates

Use inclusive wording, offer adjustments at all stages, include contact information and show your actions through all your communications and engagements with the public. Choose those images on your website carefully, think about that wording and consider supporting schemes that support inclusivity such as the [Disability Confident Employer scheme](#)

Final thought: You don't need to do anything fancy - [just get the simple stuff done](#) and then improve it. After all, [even a bad diversity statement is better than none](#) at all!

Work Experience - a great way for you to find motivated employees



Did you know that someone with 4 quality work experience opportunities is [5 times more likely to be employed?](#) Or that a lack of experience is the number one reason why candidates are not offered a position?

Central Co-op have been working with the Disability Employer Engagement team to offer a fantastic range of work experience placements within their food retail stores.

"We offer a wide experience which includes shopfloor, warehouse, external areas and customer facing roles. We find this extremely beneficial to everyone involved, it allows our colleagues to lead and network whilst giving vital experience to students aged 14+ and adults aged 18+ whilst providing much needed opportunities within the community. We are proud of the work we do within our stores, currently we have placements at our Beeston local convenience store and Ripley superstore."

A big thank you to Co-op and we look forward to expanding partnerships with more stores soon!

If you could offer work experience at your business we'd love to hear from you. Contact the [DEED](#) team and let us know!

[Don't underestimate the power of work experience. Challenge your preconceptions by watching this...](#)

[ECC - Employment experiences of those with LD/A on Vimeo](#)

[Wanted: Outspoken, self-reliant, strong, Ninja-Rockstar-Warrior for admin role in quiet office. Results-oriented, super-decisive applicants also needed for light photocopying duties only!](#)



Are you a Ninja? Rockstar? Ninja-rockstar?

Absolutely.

I also know plenty of competitive, independent and driven women too. However these words have all been shown to deter women from applying for jobs. A quick google ([or click this link](#)) of '*coded language in recruiting*' will return countless examples.

But did you know there are also words that can deter other demographics of applicants?

Our tricky [crossword](#) clues are all about job advert language that deters diversity in applications. The answers are all vague, biased against gender and age, or suggest poor work-life balance. These terms are still used even though they suggest a high-pressure or unfair work environment that favours certain candidates. They make jobs appear less inclusive by signalling that certain physical or cognitive abilities are required without consideration for accommodations, flexibility, or diverse needs. This language ignores the needs of a wide range of people including those with disabilities, making roles seem unwelcoming and discouraging applications.

Is it time for a conversation with your HR team? Challenge them to our crossword!

If you are interested in more diverse recruiting why not drop us an email? Contact the [DEED](#) team for more information.

Answers in the 'And Finally' section at the bottom of the newsletter if you get stuck!

Our Brand-New Online Disability Employer Partnership Forum.

Are you a ...
Supported Employment Provider?
Training Provider? Assistive Technology Provider?
Equipment Provider? Disability Charity?
Employer? Hiring Manager?



Sharing Good Practice Networking

Guest Speakers Promoting Services and Events

Information and Support Training

 **EMPLOY**
ABLE

To join, email: Rebecca.Weeks@derbyshire.gov.uk

Here at DEED we love telling you about all the support that is available to employers in Derbyshire and this one's our favourite.

Taking place every two months, for two hours, the Disability Employment Forum is dedicated to informing employers about the various support services available. On 8th October guest speakers from Chatsworth House Trust and Gulliver's Kingdom will be sharing their insights into careers at these successful businesses and how they are encouraging Diversity and Inclusion in their workplaces.

Sounds great. Even better - we already have a huge range of services attending, so it is a fantastic opportunity for networking – although you will have to make your own cups of tea (well, we can't give you everything!).

Like to attend? Want some more information? Would you like to present about your service?

Email Rebecca.Weeks@derbyshire.gov.uk

What is DEED?



We're the Disability Employer Engagement Derbyshire Team. And if you've got a problem, you know [where to find us](#). No need to hire the A-Team - our services are here for free to support you and your employees with disabilities and long-term health conditions in the workplace.

And Finally...

Would you like your business success story to be in our newsletter? Do you have a friend or family member with a disability or long term health condition and in need of help finding employment? We have an expert team of Disability Employment Officers across Derbyshire. Contact the team on disabilityemploymentservice@derbyshire.gov.uk

Crossword Conversation Starter answers

Remember - these words/phrases put people off applying. It doesn't mean they wouldn't fit the description!

Across

2 High Stamina - Implies a job that requires sustained physical or mental effort, potentially deterring applicants with chronic illnesses or disabilities.

7 On your feet all day - Expects prolonged standing or walking, excluding those with mobility impairments.

8 Must be able to lift - Indicates physical strength is required, often without clarification about accommodations for different physical abilities.

9. Energetic - Signals a preference for high energy levels, possibly deterring those with fatigue or mobility challenges or those thriving in a calm environment.

10. **Able bodied** - Directly excludes candidates with physical disabilities, assuming no accommodations will be made.

Down

1. **Thrives in a dynamic environment** - Suggests adaptability to rapidly changing conditions, which may be challenging for individuals who require consistency or specific accommodations.

3. **Works well under pressure** - May signal a high-stress environment, which could discourage applicants with mental health conditions or neurodiversity

4. **Go getter** - Suggests a proactive and highly active approach, possibly implying a need for constant movement and independence.

5. **Fast paced** - Implies constant speed and energy without room for varied work paces or accommodations..

6. **Multi-tasker** - Implies a high-demand environment that may not account for cognitive or sensory diversity.