

# As an employer, why employ a young person with special educational needs?

According to the learning disability charity Mencap, there are 1.5 million people with a learning disability in the UK yet only a fifth are employed. We think this needs to change!

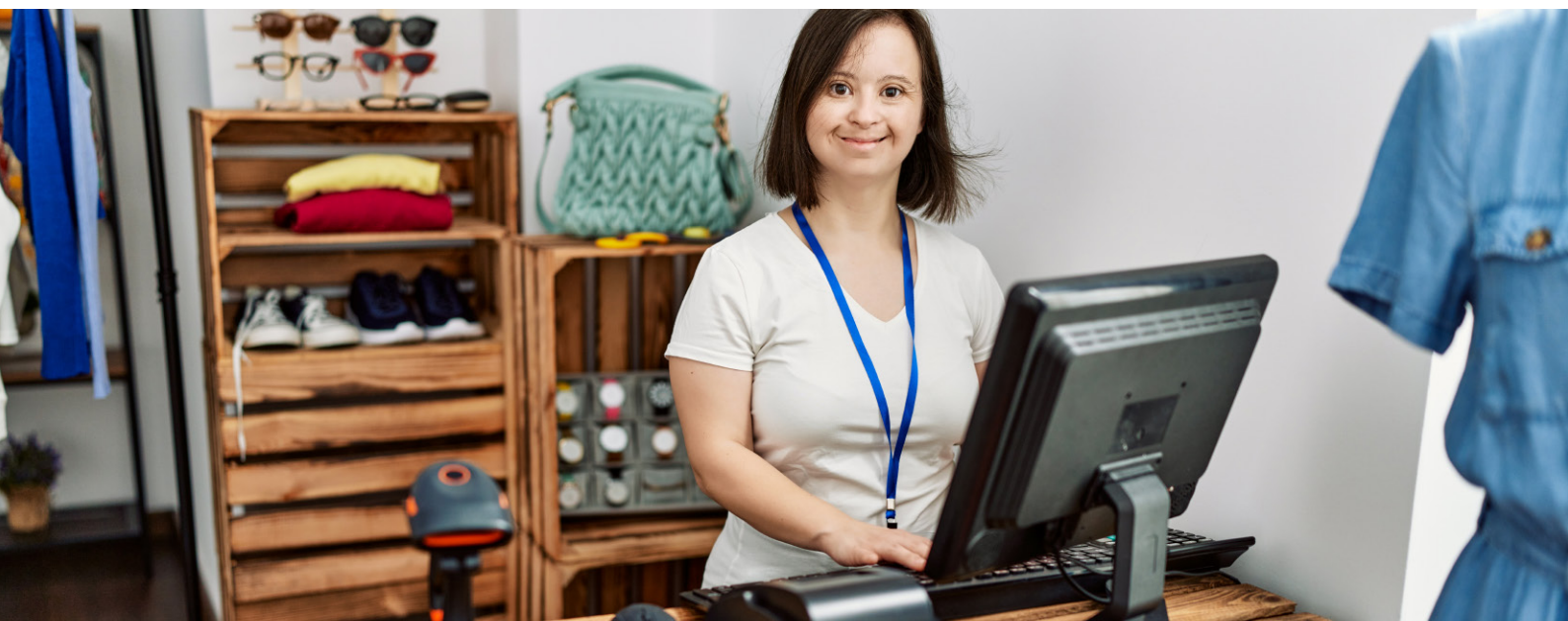
In this factsheet you can find out more about the [types of roles that can be made accessible](#), [how you can get the right person for the right job](#), [the reputational advantages for you](#) and [the benefits it can bring to your staff teams](#).

[What is a learning disability?](#)

[What does this mean in the context of employment](#)

Are you interested in becoming Disability Confident? Papworth Trust is here to support you through your journey. To find out more about becoming Disability Confident, please visit:

[www.papworthtrust.org.uk/disability-confident/](http://www.papworthtrust.org.uk/disability-confident/)



## Why does equality matter?

The Equality Act 2010 legally protects people from being discriminated both at work and in wider society. The Act was introduced to make the law easier to understand and to strengthen the protection people receive from it. It outlines what treatment of people is unlawful.

In this factsheet you can find out more about the duties placed on employers by the Equality Act.

[Who is protected under the Act?](#)

[The Equality Act and reasonable adjustments](#)

[The Equality Act and positive action](#)





## Reasonable adjustments

Reasonable adjustments can sound a scary term, but in reality there are simple steps you can make as an employment to make your recruitment processes and workplace a more inclusive place for all.

In this factsheet, you can find advice on advertising your roles, recruitment days, creating a job coach, the interview process and more.

### [Practical steps to making reasonable adjustments and taking positive action](#)





# Support for you as an employer

From supported employment services to supported internships and apprenticeships, there is a lot of help out there for employers to help you along the way.

This factsheet explains the help and support available for employers who want to employ a disabled people. It covers practical as well as financial support on offer.

## [What support is available for employers who take on a person with a learning disability?](#)



### [Papworth Trust](#)

Papworth Trust supports candidates who declare a disability through the recruitment and vetting process. This includes making reasonable adjustments to support people to access information or participate in the recruitment process. We interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.

### **Want to read more?**

There is lots of help and support out there. If you want to read more about how you can make your workplace more accessible to young people with special educational needs, we recommend the following:

[How to recruit disabled people](#)

[Advice on specific conditions](#)  
(reasonable adjustments)

[Guidance from other organisations](#)

[Toolkits](#)

Would employers like to be involved in taking young people on work experience or supported internships? Here are two films from Choice College:

Work experience: [Project Choice - YouTube](#) Supported internship: [Project Choice - YouTube](#)



**For further information or an informal chat, please contact:**

Martine Simpson-Thomas, Preparing for Adulthood Lead, Cambridgeshire County Council.

[Martine.Simpson-Thomas@cambridgeshire.gov.uk](mailto:Martine.Simpson-Thomas@cambridgeshire.gov.uk)



Preparing for  
**Adulthood**



Cambridgeshire  
County Council