



Country:

UK & Ireland

What were you trying to achieve?

Our Graduate Recruitment Team wanted to encourage more applications from candidates with a disability and make them feel comfortable and enabled to perform to the best of their ability throughout the application process.

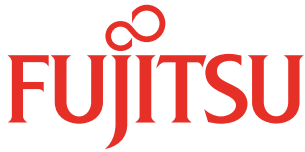
Why is this important to your local business?

We are committed to becoming a more inclusive and disability confident employer. We believe in the power of difference to create a better future for everyone. When we attract and retain the richest mix of people to work for us, we benefit from a greater diversity of perspectives that enhances creativity and innovation so that we can deliver better solutions for our customers. That is why we are taking a number of steps to build a more diverse workforce and promote Fujitsu as an employer of choice.

In **2014/2015**, only **2.1%** of applicants for our Graduate Scheme told us that they had a disability, only **19** candidates requested reasonable adjustments, and none of the successful applicants had declared that they have a disability during the application process. We were keen to increase these figures and wanted to make our graduate recruitment processes more accessible to disabled applicants.

What was the process?

First, we reviewed our Graduate Recruitment processes to identify any barriers to candidates with a disability. An external survey of graduates in **2014** found that **72%** of disabled graduates were concerned about



being open about their disability when applying for jobs. The research showed that disabled graduates feel more confident to apply to organisations which:

- Feature case studies of their disabled employees
- Make it obvious how to share that you have a disability

We identified two key areas for improvement: the Graduate, Industrial Placement and Apprenticeships website; and the process for requesting reasonable adjustments in the application process.

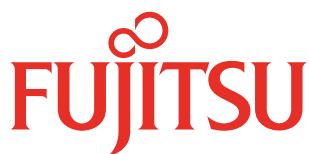
Graduate, Industrial Placement and Apprenticeships website

The website is often the first contact that applicants will have with Fujitsu. Applicants use the website to find out more about Fujitsu, learn about the available roles, and to make their applications. However, the website was not accessible for all disabled users – in fact, it wasn't easy for anyone to navigate – and it failed to promote Fujitsu as a diverse and inclusive employer.

We revamped the website design to make it clearer and more accessible. There is now simpler signposting on the website and less clutter of information on each page. The text is broken up with images and videos, all using highly contrasting colours. The site is compatible with screen reading software and meets a higher standard of web accessibility. These changes benefit all potential applicants, not just those with disabilities, by making it easier to access information about Fujitsu.

We also improved the content to showcase Fujitsu as an employer that encourages applications from disabled candidates and supports its disabled employees effectively, by adding:

- The 'Creating a Diverse Future' video onto the front page of the website, which promotes our D&I Networks and focuses on Junior Talent
- A whole section about Diversity and Inclusion where we included case studies of employees with disabilities working at Fujitsu



- Information about how to request reasonable adjustments during the recruitment process
- Details of the awards and recognition we have won in the field of Diversity & Inclusion
- Consistent messages about Fujitsu's belief in the Power of Difference throughout the site

Reasonable adjustments in the application process

Reasonable adjustments are designed to ensure that disabled candidates have equal access to employment by removing any barriers that a person is experiencing in recruitment due to a disability or health condition. Reasonable adjustments can be made at any point during the recruitment process: from advertising through to selection.

Examples of adjustments we have made for disabled candidates in Graduate Recruitment include:

- Providing the presentation brief to a candidate with dyslexia a week in advance of the assessment centre so that they would have time to read and comprehend it
- Offering extra time in an interview to a candidate with a stammer so they wouldn't be penalised by running out of time to give answers
- Ensuring that the assessment centre environment would be nut-free to create a safe environment for a candidate with a nut allergy

Previously, when candidates told us that they had a disability and requested reasonable adjustments to the recruitment process, we asked them for medical evidence of their condition. This was an outdated practice which suggested a lack of trust in our applicants. We changed our approach and no longer require any 'proof' that a candidate has a disability – we simply take their word for it.

We now contact every candidate who discloses that they have a disability on their application form to check if they would benefit from any reasonable adjustments. This has helped us to understand the adjustments that will work most effectively for each candidate, and has also demonstrated to candidates that we have a real commitment to supporting disabled people.



We also send automated emails to all candidates – whether or not they have disclosed a disability – to check if they may require any reasonable adjustments at each stage of the recruitment process.

Involving employees with disabilities in improving practices

This activity was led by Hannah Boots, a graduate working with the Graduate Recruitment team. Hannah has a visual impairment and was able to offer us more insight into how to improve our recruitment processes for candidates with disabilities. She has also promoted Fujitsu as a supportive employer for disabled people by writing blogs, featuring in videos and speaking at conferences.

What are the outcomes?

The impact of these small changes has been quite dramatic. So far in **2015/16**, the proportion of applications from candidates with disabilities in the **2015/16** recruitment cycle has increased to **3.4%** and there have been **57** requests for reasonable adjustments during the recruitment process. The candidates have told us about a far wider range of disabilities, including anxiety, Aspergers, dyspraxia, anorexia, epilepsy, speech impediments and Deafness. And we still have a few months of the graduate recruitment cycle year left to go! We hope that this will lead to an increase in the number of disabled participants in this year's cohort of graduates.

We will also be seeing how we can apply the lessons learned from the Graduate Recruitment team to our Permanent Recruitment process for experienced hires.

Additional information/supporting documents

For more information about Graduate Recruitment, please see the website www.fujitsu.com/uk/about/local/jobs/graduates/diversity/index.html

For more information about Diversity and Inclusion in the UK & Ireland, please contact Sarah Kaiser, Diversity and Inclusion Lead, on sarah.kaiser@uk.fujitsu.com