



Telling an employer about a disability

Your choice, your rights and how to do it

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It's your choice

You don't have to tell an employer about a disability or health condition. Some people choose to, because it means they can get the right support. The Equality Act 2010 protects disabled people from discrimination at work.



Reasons people choose to tell

- To get adjustments at interview or at work
- To get help from Access to Work
- So a manager understands how they work best
- Some employers, such as Disability Confident employers, welcome disabled applicants



When you could tell them

- On the application form, if there is a question or box for it
- When you're invited to interview, so you can ask for adjustments
- After you're offered the job
- At any time once you've started work



How to say it

Focus on what helps you work well. For example: "I have autism. I work best with clear instructions and a regular routine. A written list of tasks really helps me."



Questions about health

In most cases, an employer shouldn't ask about your health before offering you a job, except to arrange interview adjustments or for a few specific reasons.

Where next? [Access to Work](#) • [Disability Confident employers](#) • [Interviews](#) — www.tags.careers/guides.html