

Unlocking Accessibility

Hiring For a Fairer Workplace





The Importance of Accessibility in Recruitment

Accessibility is more than ticking a box. It's about cultivating a workplace and culture where every individual, regardless of their abilities, can make a meaningful contribution and develop. Ideally, it should be considered across the entire employee lifecycle, from onboarding to development and progression. Levelling the playing field so that everyone, from neurodiverse individuals to those with physical challenges, has an equal opportunity to succeed. That said, ensuring the first interactions that candidates have with your organisation are accessible, is a good place to start.

Accessible recruitment is rooted in fairness, inclusivity, equality, and the removal of barriers. A truly accessible process makes room for reasonable adjustments and considers alternative pathways for candidates based on their needs.

Did you know?

The unemployment rate for neurodivergent adults is three times the rate of people with a disability ([Forbes](#)).

Creating Accessible Environments

If you look at accessibility through three lenses, you have a good starting point to make sure you have considered a broad spectrum of accessibility:

1. Functional: ensuring physical spaces and tools are usable for all (both in-person and online).
2. Technical: implementing digital solutions like screen readers and captioning for virtual interviews/assessments.
3. Emotional: creating inclusive and supportive environments and reducing stress (e.g., hybrid work models that ease social anxiety).



Functional

- Space adaptations
- Emotional/ social barriers
- Hybrid work considerations



Technical

- Tools & platform compatibility
- Neurodiversity considerations
- Online assessment centre challenges
- Balancing accessibility and competency



Emotional

- Supportive environment
- Reduce stress
- Hybrid work/ work from home considerations



Challenges With Accessibility in Recruitment

Ensuring an accessible process for all candidates isn't a simple task. Many Talent Acquisition and HR professionals come across similar challenges:

- Ensuring equal access and opportunity for **all** candidates.
- The need for balance between providing accessibility and maintaining recruitment efficiency.
- Understanding the specific needs of neurodiverse candidates and those with disabilities.
- Maintaining efficiency while accommodating diverse needs.

Layering Accessibility Throughout the Employee Lifecycle

Starting with recruitment, the goal is to ensure that every candidate has equal access, from the application process to interviews and assessments.

When onboarding new employees into a role, it's important to make reasonable adjustments to accommodate individual needs. Ensuring that efforts and adjustments extend beyond recruitment into day-to-day work life. Not only to support those individuals but to mitigate the business risk of high employee turnover. Especially if employees experience a lack of support in their new role compared to a considerate and accessible recruitment process. Creating a welcoming and inclusive work culture with continuous learning and development opportunities contributes to higher employee retention and satisfaction.

How well your organisation supports accessibility during the entire employee lifecycle is critical in ensuring that candidates and employees have a consistently positive experience.



Food for thought...

Keeping talent pools of 'silver medalists' can save significant costs in re-recruiting, and from a commercial perspective, making these adjustments can have a huge impact on the business.



Why Accessibility Matters

Accessibility should be reflected in every aspect of the workplace, from management practices to employee interactions. Organisations that invest in a culture of accessibility find that they not only create a better work environment but also gain the business benefits that come with it, including better retention rates and a stronger employer brand.

A. Compliance

Adhere to legal standards (WCAG, Equality Act 2010).

B. Diversity and Inclusion

Enhance satisfaction, broaden the talent pool, and foster diversity.

C. A Better Experience For All

Ensuring accessibility enhances the candidate experience and your employer brand.

D. Talent Pools

Broadening the talent pool by levelling the playing field for all candidates.

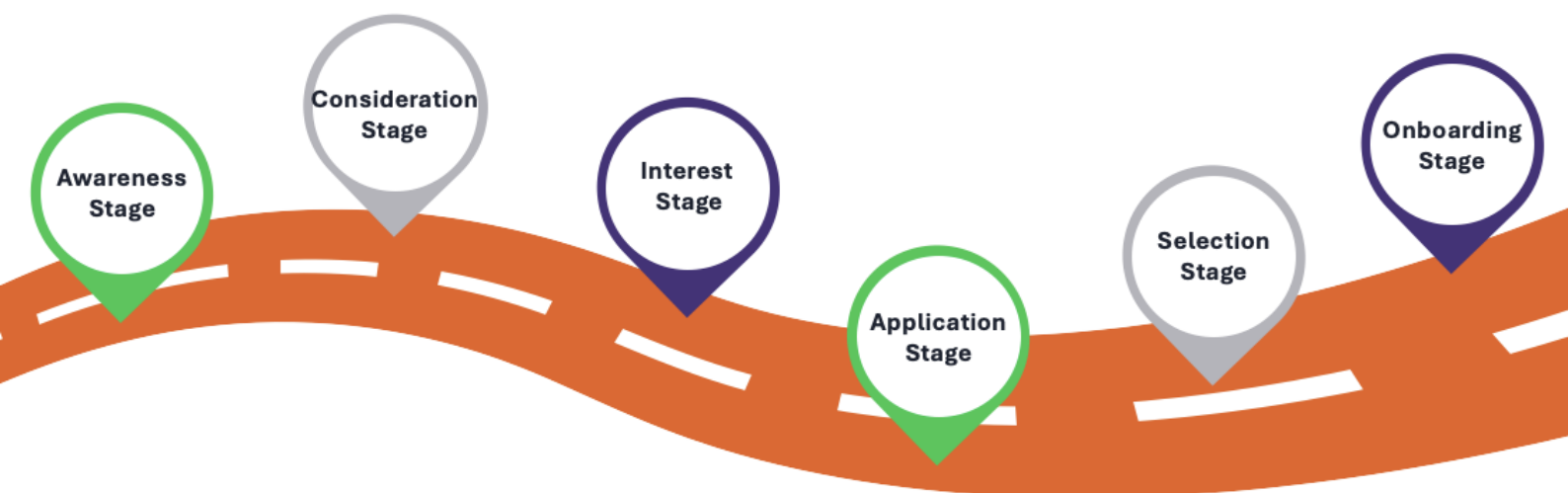
The Business Case for Accessibility

From a commercial standpoint, accessible recruitment broadens your talent pool, improves retention, and enhances your employer brand. It also ensures compliance with legal standards while fostering diversity and inclusion.

High-volume recruitment processes can benefit from adapting more diverse and accessible approaches, enabling companies to tap into talent they might otherwise overlook and create a better candidate experience. That said, accessibility should be an ongoing effort that is regularly assessed and making smaller incremental changes to continuously improve processes can be road-mapped into planning for minimal disruption.

Practical Steps for Accessible Recruitment

Accessibility begins with recruitment and continues through the entire employee journey. Creating accessible job postings is one of the first steps, ensuring that they comply with Web Content Accessibility Guidelines (WCAG) and use screen-reader-friendly formats.



During the application process, assessment platforms should support accessibility features such as being keyboard-friendly, readable by screen readers, and offer speech recognition options. Adapting processes to reduce mental load and stress may also be an option to consider. For example, removing the placement of timers to ease stress during an assessment or offering audio only ‘video’ interviews to reduce anxiety or distraction caused when on screen. In the later interview stages, you can offer flexible interview formats to accommodate different needs and provide assistive technology when necessary.

Accessibility is a Journey

Creating an accessible recruitment process is an ongoing commitment that will have various iterations, trials and evaluations. Accessibility isn’t about achieving perfection right away; it’s about continuously learning, adapting, and striving to do better. While compliance with legal standards is a starting point, the true goal is to create an inclusive environment where every individual can thrive.

It’s a journey, not a destination, and at Tazio, we’re here to help guide you along the way.

For more information, reach out to Tazio today. Together, we can create a fairer, more accessible recruitment process for everyone.

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