

The Disability Rights UK (DR UK) quarterly magazine co-edited with and for young people. Find information and resources on post-16 education, training and work. Get involved, have your voice heard and share your talents.



Issue 1

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Kamran Mallick- CEO
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Kamran Mallick CEO of Disability Rights UK

Welcome to the first issue of Get Ahead!

We are disabled people leading change, and the voice of young disabled people has to be central to that change.

I am so pleased to welcome you to our new magazine by and for young disabled people. I hope you will enjoy reading it and may even consider getting involved and contributing.

Thank you to the group that has put this together, you can read more about them in the following pages.

I look forward to engaging with you and your voice driving change through Disability Rights UK.

Get your picture in Get Ahead

Share a selfie or photo of yourself in action doing sport, cooking, at your computer or any other activity.

- You get a £15 Amazon voucher if your photo is published
- Send your photo by October 25th 2020 to : **getahead@disabilityrightsuk.org**

So you want to apply for a job? Here is what you do now!

Your CV

A CV, short for Curriculum Vitae is a document that shows a future employer if you are a good candidate for the job. Tell them about your achievements, abilities, skills, education, interests and any previous jobs or work experience you have done. Here are some links to help you write your CV:

- Watch a [video](#) on writing a CV
- Scope CV tool on [how to write a great CV](#)
- Watch a video on how to make sure [your CV](#) is tailored to each job you apply for, and shows off your achievements
- [What to avoid when writing a CV](#)

It is entirely up to you if you want to mention your health condition or impairment in your CV or cover letter.

- Only [tell the employer](#) about your disability when, and if, it suits you
- A key issue for deaf young people is when to tell an employer they are deaf- should that be on the CV or do you wait until you have an interview? Find more information on this on the [National Deaf Children's Society](#) website



What is a job application form?

Some employers may ask you to fill out an application form instead of asking for your CV. On a job application there will be a list of questions both about yourself and your skills related to the job.

- [How to write a good job application](#)

What is a cover letter?

A cover letter is a document you send with your CV and is written with the job you're applying for in mind. [Download](#) an example of a cover letter that mentions the applicant's impairment.

Explore more ways to create a CV and stand out!

You could create an online video, profile, website, or other ways to make you stand apart.

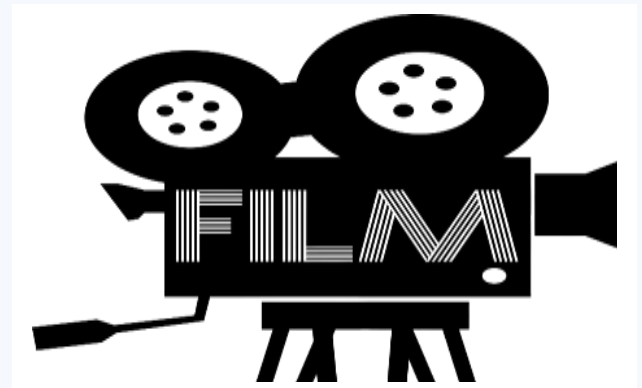
Build a Three-dimensional profile:

NaturallyTalented Me

Do you feel that you are overlooked when it comes to finding employment? Then it is time for you to take a fresh look at who you are –what talent you really have and how you can showcase yourself so that people see the real you and the potential that you have.

NaturallyTalented Me enables many individuals like you, to understand how your unique talents can truly make you stand out as having true potential. Our unique innovative free to use platform, will enable you to discover your talents and help you to build a Three-dimensional profile that truly makes you stand out from the crowd and showcases you in order to demonstrate your true potential.

[Download the PDF user guide](#)



Make a video CV:

Super People: A platform that works to create video CVs

This creative platform allows employers to get to know the character of a person and how their disability is a positive part of who they are which does not affect their ability to work. The video CV process is an effective way to make disabled jobseekers stand out from the crowd.

Superpeople are looking for new CV candidates in the South of England.

You can view all their videos on their website: www.superpeople.co.uk, and email them at contactsuperpeople@gmail.com

Luke Nadin
Video CV: Is it a good idea?



Speaking from experience, I think it's extremely difficult for some people with disabilities to find employment after coming out of the educational environment. I graduated in 2015 with a 2.1 in Business Information Systems from the University of Portsmouth.

It took me three years to find employment with my current employers Microlink. I tried the conventional way of joining recruitment sites, signing up for graduate schemes, and just simply handing out my CV. I even created a portfolio website from scratch that would go alongside my written CV. I think in three years I had about 300 rejections and only one company were interested in my abilities. Needless to say, I wasn't successful in that endeavour either, due to my lack of interview experience.

After the interview, I then kept applying for two years straight with just rejections and a little bit of work experience for Nationwide Building Society in Bournemouth, helping with their Information systems strategy team that was for only two weeks in 2017. I kept applying after coming back with the written CV. Still no luck.

In January 2018 I met with a charity called Superpeople. They heard about my story about my struggles to find employment and wanted to help me. They had the super idea of creating a video CV that would show my personality and my skill set to potential employers. I thought I could use this and the power of social media to land my dream job of working in disability technology.

After creating an apprentice style interview video CV, Superpeople edited it and it was up on YouTube. I then shared the link to my [Facebook](#) and LinkedIn profile, as well as YouTube and the CV blew up. Around 30,000 people saw the video on my LinkedIn profile.

The video CV got shared on Facebook and this is where it got picked up by my current employers and I was invited in for my interview.

I strongly suggest that people with disabilities can send a video CV's and consider using Superpeople to help them find employment in the future.

The power of social media helped me land my dream job. Think outside the box and use video CV's. They can help people with disabilities in the future. I am sure of it.

[Watch Luke's CV video](#)

Searching for work



Often, the biggest problem is knowing which employers are likely to be receptive to the amazing talents of disabled people and see us as a source of talent rather than an object of pity.

You are very welcome to search for jobs on [Evenbreak](#), a social enterprise run by and for disabled people. Our team has lived experience of the barriers you face. The employers who advertise their roles on our specialist online job board are keen to attract disabled candidates. You can set up job alerts, so you are informed of suitable jobs that come up. We also offer some [online advice](#) and [some tips](#) to get the best out of Evenbreak.

- Always remember you are a [premium candidate](#) – be confident
- Find inclusive employers who will value your talent - those who advertise on disability [job boards](#) or journals, or are [Disability Confident](#)

Disability Confident scheme means that:

- the employer is committed to employing disabled people
- you'll be guaranteed an interview if you meet the basic conditions for the job

Other resources:

- Find out about job opportunities in your area at [your local Jobcentre](#)
- The [National Deaf Children's Society](#) has information on how to find a job
- [Scope](#) has information on finding jobs

Top Tips

- **Don't forget number 1 – you are a premium candidate!**
- **Remember you have many qualities, strengths and skills**
- **Double check spelling and grammar in your CV, cover letter or application form**
- **Do your homework and read up on the company you are applying to**

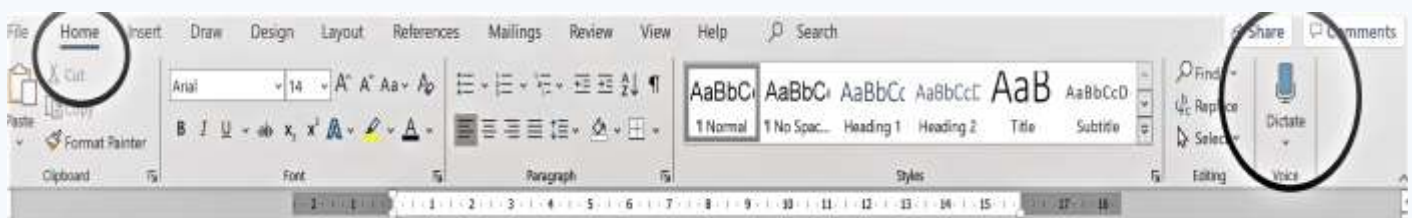
Technology

Good to know in **Microsoft Office**:

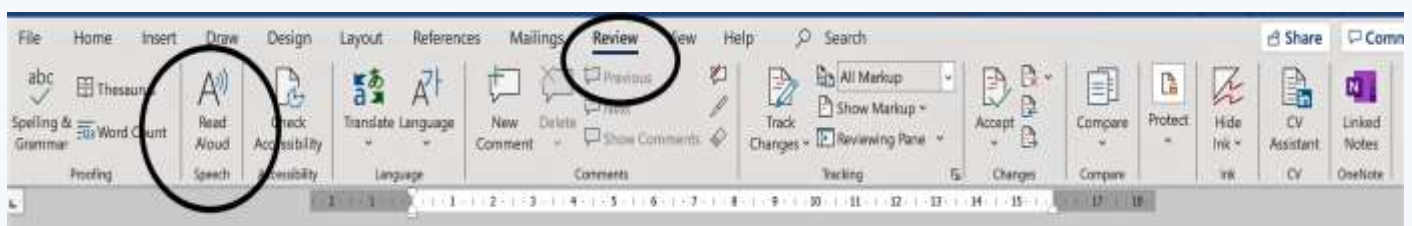
CV Assistant: When writing your **CV** it is a good idea to double check spelling and grammar. In a word document (showing the Word 2016 version) go to the **review section** and click **abc**. You can also get more ideas about what to put and not put in your CV by using the CV Assistant.



Dictate: Dictate is an Office add-in for Windows Outlook, Word and PowerPoint that converts speech to text using the state-of-the-art speech recognition. To access: Use the **home setting** and click on the **Dictate sign**.



ReadAloud is a text-to-speech app which can read aloud web pages, news, documents, e-books or your own custom contents. This app can be of great help to students with their reading assignments and also improve their reading speed. For visually impaired people this app can be of great assistance. To access: Use the **review section** in word and click **ReadAloud**.



Note: ReadAloud works with Word documents, but may not function with textboxes, PDF or PowerPoint.

The benefits of doing work experience

My work experience- by Keegan

My work experience in the Wave Café is important to me because I get to meet new people and workers and I help out with the dishes and cooking to serve meals to people.

- I did washing the dishes, wiping up surfaces, tidying the dishes
- I learned how to serve customers and talk to them appropriately

Work experience is important to get qualifications when you get older. In the future I would like to be a fitness instructor.



My work with PADD - by Scott

People's Awareness of Disability Discrimination (PADD) is part of the This-Ability project in Hull, which seeks to help young disabled people aged between 18 and 29 into employment helping them with job skills and preparing for the world of work using an employability passport. Find more information at <http://this-ability.org.uk/>

I joined PADD in early 2019 following a recommendation from Mencap. I have taken part in an 'Opportunities for You' event last November which was an information day we held at the Hilton Hotel. I have also taken part in co-producing and delivering a disability awareness training package for employers with three other members of PADD and our mentor Dawn who helped us put it together.

I have built up some great skills through volunteering. I was very nervous about presenting in front of an audience, but the more I am involved with delivering the training with the PADD, the more confident I am becoming, and my communication skills have improved no end.

Being involved in events has also helped me to communicate and get on with a wide variety of people. I show that I am reliable and dependable by attending regular meetings and turning up on time. I am always keen to learn new skills and have discovered my creative side by coming up with suggestions for training activities.

I have progressed in my role with HKR community trust to supporting people who are looking for employment with their job-searching. I am very enthusiastic and motivated to continue and develop within my volunteer roles. My next project is to raise the social media profile of This-Ability and improve my IT skills. I thoroughly enjoy being part of a team and the sense of community that it brings. It's great to feel that I really fit in.

My ambition is to use the skills and knowledge I have built up through volunteering to move into a supportive or mentoring role with people.

Gallery



Photo courtesy of Sightsavers



Natalie's paintings of her mother and of baby donkey Hawkeye

Alex's painting of a summer house

Share your talent

- We are looking for budding young journalists to write articles or share their ideas and experiences
- We are looking for artist and photographers

Send us your work and get a **£10 Amazon e-voucher** if it gets published in the magazine!

Meet the Get Ahead steering group and co-editors of issue -1



Natalie Sherlock

Hi, I am an Ausome Aspie and I have a vlog about life as an Aspie. I love doing videos because it's fun and I can educate people. Join me on my journey as I aim to improve myself and help the people around me.

<https://www.youtube.com/channel/UCk3WhmM5Jj48a7f5Fkxm8pQ>



Luke Nadin

Since joining Microlink, I have been involved in many different projects. One of my proudest achievements is my research paper on accessible homes and assistive technology.

<https://www.microlinkpc.com/news/lukes-shortcut-to-success-as-a-disabled-person/>



Scott

Hi, my name is Scott and I'm a volunteer member of PADD which stands for People's Awareness of Disability Discrimination. I am a big rugby league fan and alongside working with PADD, I also volunteer with my local team, Hull Kingston Rovers community trust.



Alex Johnson

I'm on a mission by setting up a petition to the government calling for a review of the Equality Act, as part of work on the National Disability Strategy. The Equalities Act doesn't go far enough- it's not supporting disabled people to live the life they want.

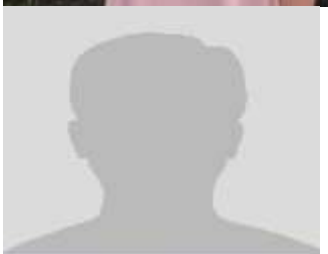
Petition: <https://petition.parliament.uk/petitions/305867>

Read about [Alex's experience with Covid-19](#)



Cameron Lynch

I am an intern with Disability Rights UK focusing on policy and youth engagement. I am passionate about ensuring that all disabled individuals get equal access to education and other services. I enjoy dancing and playing with my dog.



Jacob

Further resources

Other Useful websites:

- **Want to learn a new skill while at home? Find free, high quality digital and numeracy courses in The Skills Toolkit**, a government online learning platform to boost workplace skills during the Coronavirus outbreak and beyond. Courses on offer will help people gain skills that employers demand and help kick start the country's economic recovery.
- Young Epilepsy exists to create a society where children and young people with epilepsy are able to thrive and fulfil their potential. The Channel has been co-created with young people with epilepsy and is a place where you can get information, advice and guidance when you want it, where you want it and written just for you.

Disability Rights UK online resources

<https://www.disabilityrightsuk.org/>



The Right to Participate is an animated introduction to the Equality Act and has videos of campaigns, information and template complaint letters to protect disabled people from discrimination in everyday situations.

Get Yourself Active: Find ways to get active in your local area in a way that is right for you.

Factsheets:

Careers and Work factsheets

Education factsheets

A large-print and text-only version of Get Ahead is available online or email us to request a word version.

Contact us



Email: Get-ahead@disabilityrightsuk.org



Twitter: @GetAheadDRUK



Instagram: @GetAheadDRUK



Webpage: [Get Ahead webpage](#)



YouTube



Website: <https://www.disabilityrightsuk.org/>



We like to hear from you!

Give us your feedback on the new Get Ahead magazine:

Get-ahead@disabilityrightsuk.org

Be part of Get Ahead! Send us your experiences, views, ideas, photos and art!

- **Issue 2** will focus on apprenticeships, traineeships and supported internships

The deadline for issue 2 is **15th October 2020**

- **Issue 3** will focus on further and higher education

The deadline for issue 3 is **15th December 2020**

Get Ahead Editor: Rabia Lemahieu