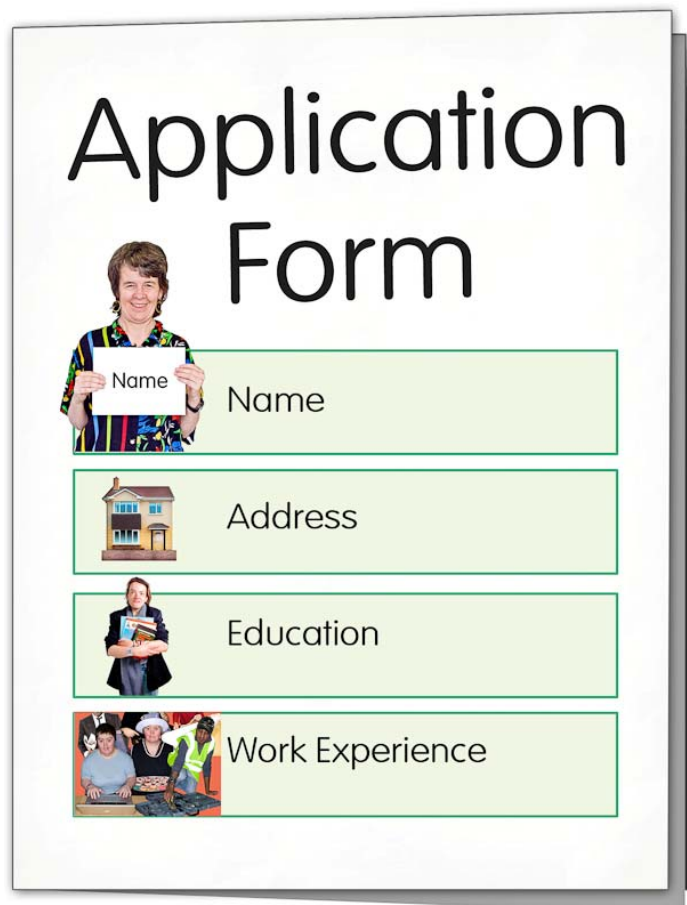




Pre-employment health questions


Telling people about your disability or health when you apply for a job



Application
Form

 Name

 Address

 Education

 Work Experience

Easy read

Who we are



We are the
Equality and Human Rights Commission.



We work to make sure everyone is treated in a good and fair way.



What this document is about

It is about when you apply for a job in England, Scotland or Wales.



You may have to answer some questions

- on an application form
- at an interview.



Most of the time people should **not** ask you about these things before they offer you a job

- your disability
- your health.



There are only a few times when people can ask you about your disability or health.

Most of the time they can't.



A law called the Equality Act 2010 says this.



This is so you have a fair chance of getting a job if you have a disability or health problem.

This document tells you about



- what the law says
- what you can do if you think you didn't get a job because of your disability or health.

What the law says when you apply for a job



Most of the time people should **not** ask you about your disability or health.



This means you should not be asked questions about your disability or health

- on an application form
- at an interview.

This could be questions like

- if you have an illness
- if you have a disability
- how many times you have been off sick.



The law says information like this should not be used to choose who gets a job.



If people ask you questions like this you don't have to answer them.

You may find it hard not to answer the questions.

But you could ask why they want the information instead.

If you do ask it is a good idea to make a note of what they say.

When it is OK for people to ask you about your disability or health



The law says sometimes people **can** ask about your disability or health when you apply for a job.

Here are some examples of when people can ask you about your disability or health.

1. To find out who is applying for the job



There should not be questions about your health or disability on the application form for a job.

But there may be another form to fill in as well.

It is sometimes called a **monitoring form**.



It can ask about your disability or health.

But the information should be private. It should not be used to decide who gets the job.

When it is OK for people to ask you about your disability or health



2. To find out if you can do parts of the job

People can ask if you are OK to do important parts of the job.



For example, if you need to drive a car for the job they may ask if you can see well enough to drive.



But they should also think about any ways they could support you to do the job.

When it is OK for people to ask you about your disability or health



3. To find out if you need support at an interview or to do a test

4. To help more disabled people get a job



A group may want to give more disabled people a job.



They may ask who has a disability to help them give more disabled people an interview.

When it is OK for people to ask you about your disability or health

5. If you get the job

People can ask you questions about your disability or health after you get a job.



They can also ask you to go for a health check.



But they should not decide you are wrong for the job after that just because you are disabled.



They should look at how to support you to do the job instead.



It is wrong if they say you can't have the job just because you are disabled.

If you think you didn't get a job because of your disability or health



You can't do anything just because people ask you about your disability or health when you apply for a job.



But you may be able to do something if you think it stopped you getting the job.



It is wrong for people not to give you a job just because of your disability or health.



We are the Equality and Human Rights Commission. We may be able to help if this happens.

Where to get help or advice



We have lots of information on our website at www.equalityhumanrights.com



There are also some people you can get in touch with for information and advice

They are called the **Equality Advisory and Support Service**



Telephone 0800 444 205

Textphone 0800 444 206



They are open from Monday to Friday 9am - 8pm and Saturday 10am - 2pm.