

## **Should I tell someone? Should I tell my placement?**

If your answers to the self assessment show that you are not very ready or prepared for placement, this may relate to an impairment or disability. This may be something that you have already shared with your university and have support for, or it may be something you have chosen to keep to yourself, or have not really thought about or been aware of. Answering the questions may have made you think that there are things you may wish to tell to someone or share with your placement provider.

This may be a disability or impairment such as medical conditions; an illness including any mental illness or a learning difficulty such as dyslexia or dyspraxia. Deciding to share is complex and we cannot give you all the answers, but in this help sheet we have tried to set out some questions to reflect on that might help you to choose.

### ***So - if you are unsure ask yourself can you envisage a working day on placement where you do not have to make any adjustments or use any aids to carry out the tasks and responsibilities?***

It may be that the help you need is as simple as ensuring you take short regular breaks to rest, or use a calculator or spell checker to help you with getting communication right. On the other hand you may need regular help from someone, or for the working day to be significantly adjusted in order for you to do well.

Things that you can manage comfortably within the university [such as pacing yourself, taking time to read and understand things, taking medication and eating regularly] may not be so easy in a busy work environment.

Try using the scale below and score yourself from 0 as needing no adjustments or aids and 15 as significant adjustments/ aids.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
No adjustments										Significant adjustments/ aid				

If your score is low – for example between 1 and 5, you may well have strategies in place and have no need to tell anyone; but, if after looking at the questions below you can see potential issues, do consider talking to someone you trust to advise you.

If you have scored above 5, it may be very difficult for you to succeed without some additional advice or support. ***If you score is over 10 then we would strongly recommend that you talk to someone.***

We have included below a set of questions that we would ask you to consider if we were able to talk to you face to face. Have a look at them and answer them really honestly.

- Thinking about a placement that you are going to, or hope to secure, do you know what are the companies' policies on disability adjustments?
- Is there anything that you think you might **have to** (confidentially) disclose to an employer?
- How do you think you could approach an employer about your needs?
- Can your university or personal tutor help you to disclose?
- When do you think you should disclose?
- What steps have you taken so far in terms of identifying your adjustments?
- If you don't disclose what are the consequences? For you? For colleagues? For people who you might be responsible for?
- If you change your mind about disclosing, when and how would you do this?
- How flexible are you prepared to be?

***How do you feel now about disclosure? Why not talk to your personal tutor, or someone in student support services who can help you?***