

Accessibility

Our commitment

The Scottish Parliament is committed to having a diverse workforce and values the contribution of all staff. We are proud that our staff have told us the Parliament is an inclusive and accessible place to work.

In fact, just over 10% of our staff have told us that they have a disability and this is significantly higher compared to other public sector organisations in Scotland. We want disabled people to come work at the Parliament and will do everything we can to ensure that there are no barriers in the way preventing access to employment at the Parliament.

We actively welcome disabled people to apply for posts in the Parliament.

The application process

You can apply online but if that doesn't work for you, we would welcome your application in any other format. We can also offer any information on the post in an alternative format. Just let us know.

If you need any support through this process please email:

jobs@scottish.parliament.uk, telephone 0131 348 6500 or text us on 07786 209 888.

Adjustments at the interview stage

We guarantee to interview you if you have a disability and you meet the essential requirements for the post you have applied for.

If you are invited to interview you will be asked if any adjustments are required to assist you throughout the interview process. As we want to make this a positive experience for you, we will make sure we ask you in advance. You can tell us exactly what you need and we will do our best to provide the adjustments needed.

Once you're in post

We know that some people need practical adjustments, support or guidance and we have things in place here to help. We will provide you with the necessary support to make sure you can do your job well.

It's essential that we work with you to identify and eliminate any potential barriers that could impact on your job.

We have offered a wide range of support to staff working in the Parliament such as:

Adjustments to working patterns or hours;

Changes to the physical layout of the working environment;

Acquiring or modifying equipment such as changes to equipment used within the office or working space; and

Providing assistive technology such as keyboards, cursers, voice activated software etc.

You are welcome to chat to us at any time if you have any questions about accessibility.