How can we help?

We want Dogs Trust to be truly inclusive, with colleagues, volunteers, and supporters as diverse as the communities we are here to serve. Dogs Trust is working to make our recruitment process even more inclusive to support our colleagues and candidates if they have an underlying health condition, which could either be a physical or mental health related. We are dedicated to becoming a disability confident employer and we want to be part of positive change towards disability at work.

Supporting you during recruitment process:

If you have a disability, are neurodivergent, or have a condition that would benefit from adjustments to our application and selection process, we are here to support you. Each applicant is unique, and we encourage you to speak to us about your specific requirements and to share any adjustments you may require during your application. We're keen to make things as straight forward as possible for you and give you the best chance to succeed.

Here are some examples of adjustments we have made, to give you an idea of what is possible:



- **Extra time for assessments.**
- **Providing some extra information about what to expect.**
- **Providing interview question themes in advance.**
- **Office orientation before an in-person assessment.**

For any queries relating to the adjustments process at Dogs Trust please contact us on jobs@dogstrust.org.uk

Workplace Adjustments:

The support we offer throughout the recruitment process doesn't end after the application. We ask all new starters at the job offer stage if they'd like us to know about any health conditions that we can support them with.

We are committed to making workplace adjustments to support our colleagues. You are best placed to know what arrangements or adjustments you need, and Dogs Trust will try to get things arranged for you as easily as possible. There are broadly three types of adjustments:



- **Physical**
- **Changes to working hours/patterns**
- **Support and training**

Occupational Health:

When or if you tell us about a health condition at offer stage, you may be referred to AXA Healthcare for an assessment. AXA don't share your medical details with us, but they give advice about whether it's the right role for your needs and if any adjustments would support you.