

# OVER HALF OF DISABLED TALENT DON'T THINK ANIMATION WANTS THEM. CAN YOU HELP US FIX THAT?

A recent ScreenSkills report also found **60% of disabled people** don't think disability is openly discussed in the animation industry. We need to change that. If you've been thinking it would be great to make your studio more inclusive, here are some easy things you can do to show you want more disabled people in animation.

## → WANT TO LEARN MORE?

To read ScreenSkills **Accessibility in Animation** report, and to find out more about the training and opportunities ScreenSkills offers, visit:

[screenskills.com/accessible-animation](https://screenskills.com/accessible-animation)

If you are a hirer or talent manager, join **thinkBIGGER!'s** upcoming free courses, supported by the ScreenSkills Skills Funds:



## → EDUCATE YOURSELF

Understand your hiring responsibilities under the Equality Act 2010.

Find out about what 'reasonable adjustments' are and how you can make them in your workplace.

Have a look at **Government grant scheme** *Access to Work* and how it might assist disabled talent you are hoping to recruit.

## → BE OPEN TO DOING THINGS DIFFERENTLY

See how changing work patterns, accepting working from home and part-time roles enhances your talent base.

Reasonable adjustments should be just that – reasonable. See how easy they are to put in place.

Don't obsess about your 'inaccessibility' - work with what you have to make things better (e.g. keeping a temporary ramp in the building).

## → MAKE YOUR RECRUITMENT PROCESS MORE ACCESSIBLE

Make it clear you are inclusive and welcome applications from disabled talent.

If you use applications, make sure people can apply in a variety of ways (including via video, voice message or access to different formats like docs or PDFs).

Advertise where disabled people will find it and allow questions about the job before the deadline.

## → RETHINK THE ENVIRONMENT

An accessible work environment can have a positive impact on all employees. Think about how any of the following may improve your workplace:

1. **Flexible working hours**
2. **Creating a quiet space in the office**
3. **Working from home**

## → DON'T MAKE ASSUMPTIONS

The best person to ask if they can do a job is the disabled person – they are experts at their adjustments and capabilities.

Making use of adaptive equipment and technology can transform your workplace and make it more accessible.

Ask everyone who joins your team if they need any accommodations or adjustments – not just someone with a visible disability.

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