

Introduction

For this white paper, Sonru have teamed up with EmployAbility - a not-for-profit organisation dedicated to assisting students and graduates with all disabilities, including dyslexia or long term health conditions, into employment. The aim of this short white paper is to both raise awareness of accessibility and to challenge you to think about your end-to-end recruitment process.

When did you last take the time to really think about how accessible the whole experience is for those with disabilities?

We will also provide some practical advice on how video interviewing can actually make your process more accessible.

"Diversity and Inclusion (D&I) is a topic close to my heart and was one of the first items on my agenda when I joined Sonru. Although the system was considered accessible and a number of candidates with disabilities had successfully completed their video interviews without any adjustments, I wanted to build on that excellent start.

My goal is to ensure Sonru is the most accessible system on the market, hence I brokered a partnership with EmployAbility. I can't confidently claim that we're 100% there yet, but we are fully committed to that goal, and aim to work with EmployAbility to get there.

Of course, it's not just the software itself but how clients use it, so we also aim to offer clients the best advice on making their video interviews accessible."

**Adam Gretton,
D&I Champion, Sonru**

Encouraging Disclosure of Disability and Asking About Adjustments

It is really important to encourage candidates to tell you what disability related adjustments they may need at different stages of the recruitment process, so that you can make the appropriate adjustments if and when required. The email invitation is a good opportunity to do this. If they can see you are a disability-positive employer and there are benefits to disclosing, this should help.

Adjustments for Accessible Video Interviewing

- Adjustments for Video
 - Speak to the camera where possible.
 - Try and consider lip-readers in your video introductions – if the video frequently cuts away from the speaker, will they miss part of the message?
- Adjustments for Text
 - Break text down into bullet points where possible.
- Question Structure
 - If asking short open-ended questions, provide further explanation or clarification of the question.
- Question Wording
 - Provide more clarification in a way that you can in a live interview by being very specific.
- Time for Questions
 - Consider adapting the time allowed to read and answer the questions.
- Interview Structure
 - Be open to breaking up questions into separate interviews as candidates may need to pause between questions.

Examples of Accessible Video Interviewing on Sonru

- Read how the Sonru system is accessible for Viewers and Interviewers with disabilities.
- Read client examples of how deaf and visually impaired applicants successfully completed their Sonru video interviews.