**Adjustments for job applicants**

We are committed to fostering an inclusive, stimulating and rewarding culture where everyone can thrive and diversity is celebrated. The diversity of our workforce is of critical importance in drawing together the talent, skills and experience on which we depend to conduct world-class science and support biomedical discovery.

We want to make applying for a vacancy and participation in our recruitment processes accessible to all and this includes making adjustments for individuals who identify as neurodiverse or as having a disability and/or long-term condition.

**Examples of Adjustments to the recruitment process:**

- Photos of the interview rooms and campus maps
- Extended time to answer questions or deliver presentations
- Theme of interview questions
- Meeting rooms accessible by wheelchair
- Provide a job advertisement/application forms in a different format

**How do I request Reasonable Adjustments?**

We encourage you to contact Michelle Craske (Recruitment Manager) in confidence to discuss how we can support you. We will be available to assist you at any stage of the recruitment process and discuss any potential barriers you may face, in order to find and offer solutions tailored to your requirements. We also welcome feedback on our recruitment processes so we can continue to learn and support those who face barriers applying for jobs and attending interviews.

**Monitoring**

To enable us to review our recruitment processes and help identify areas for improvement, we will anonymously record all reasonable adjustments that have been requested and put in place.

**Equality in Science**

To learn more about how we seek to build an open, inclusive institute, please visit: [https://www.sanger.ac.uk/about/equality-in-science/](https://www.sanger.ac.uk/about/equality-in-science/) or contact Dr Saher Ahmed.