



Government
Equalities Office

Questions about recruiting someone with a particular disability

Some jobs may require a person with a particular disability to do them.

If an employer can demonstrate that they need to recruit a person with a particular disability, then they are allowed to ask questions about disability.

Example 1

A professional theatre group of actors who are hearing impaired advertise for a new member. The advert and application form make clear that applicants for this post must be hearing impaired. At the subsequent interview, the employer can ask questions to establish that applicants are hearing impaired.

Example 2

A school for blind children wishes to employ a teacher who is visually impaired, to teach the children about specific life skills that are useful for them to have. The employer is allowed to ask questions to establish that applicants have a visual impairment.