

Starting Points: Equality and Diversity Internships, Programmes and Events

The Careers and Employability Service is committed to ensuring that all students make a successful transition into the world of work or further study.

Equality, Inclusion and Diversity are key themes in graduate recruitment and responsible employers monitor their recruitment practices to ensure they are fair and equal and do not discriminate against people regardless of background.

What are Equality and Diversity Programmes?

The majority of organisations recognise that having a diverse workforce that reflects the community makes good business sense. For a number of reasons, many businesses find they have underrepresentation in their workforce from people from specific groups. This could be people with disabilities, black and minority ethnic groups, people from poorer backgrounds, LGBTQ+, gender bias in certain job roles.

To try and redress this some employers and training organisations promote 'diversity programmes' to give an insight and practical experience to specific groups of people. It is hoped that following such a programme, whether it is one week or three months that the participants will have the knowledge and confidence to apply for a regular job. Here are some examples of current programmes but new opportunities may come along at any time.

Black and Minority Ethnic Programmes

Sponsors for Educational Opportunity (SEO) seo-london.org a not-for-profit organisation that provides outstanding **penultimate year under-graduate students from under-represented ethnic minority backgrounds** with a unique opportunity to gain summer internships at some of the most prestigious firms in investment banking, technology and corporate law. Also offer a "Fast Track for Investment Banking" programme aimed at first year students.

****Civil Service Fast Stream Summer Development Programme for graduates and undergraduates** faststream.gov.uk/summer-diversity-internship-programme/

This is open to all Ethnic Minority Students and graduates of all disciplines who are UK nationals and have a 2:2 degree

Windsor Fellowship Leadership Programme windsor-fellowship.org/about2

Provides personal development training and work placements with sponsoring organisations for Black and Asian students. These include management consultancies, investment banks, manufacturing companies, media and government organisations. Research recruitment cycle at the end of year 1.

****Creative Access** provides paid internships for roles in the media, arts and communications creativeaccess . Internships are aimed at graduates who are from minority ethnic groups, people with disabilities and those from *low socio-economic backgrounds*.

Disability Programmes

Change 100 is a 3 month summer internship programme which brings together talented disabled

students with top UK employers offering summer internships in a variety of business, IT and engineering roles. The roles are paid and supported by the Leonard Cheshire Foundation. To apply you must meet the following criteria:

- have a disability or long-term health condition
- be in the final or penultimate year of your degree, or have graduated in the year previous
- have achieved or be predicted a 2.1 or 1st (mitigating circumstances will be taken into account)
- be eligible to work in the UK for the duration of a full-time summer work placement

For further information about programme and application process
leonardcheshire.org/interd-graduates

EmployAbility is a not-for-profit organisation who advertise an ever-expanding range of internships and graduate programmes on behalf of many of the most prestigious blue-chip and public sector organisations and for large international and UK employers. eg Shell, Google, Goldman Sachs, for further details go to the website employ-ability.org.uk/internships

**** The Civil Service and Creative Access** mentioned earlier include people with disabilities and people **from low socio-economic backgrounds** to apply for their internship programmes.

Some employers are part of the Disability confident scheme. This scheme has three levels of commitment. This replaces the "two ticks" scheme. These employers have made commitments to employing disabled people e.g. Level 2 commitment often gives a guaranteed job interview if you disclose a disability and meet essential requirements of the job.



gov.uk/government/publications/disability-confident-employers-that-have-signed-up

Some examples of other Equality & Diversity Events

Authenticity: A Day for LGBTQ+ students and graduates to explore careers in the City of London authenticity-event

Targetjobs Events run insight days throughout the year. For example "It's not just for the boys" for women wanting a career in tech. "Empower" an employability networking event for LGBTQ+ students targetjobs

Where can I find out more?

The Careers and Employability Service annually research equality and diversity internships / programmes and events and produce a guide. The guide cannot guarantee to contain **all** programmes careersconnect/equality-and-diversity

Want to talk it through?

Contact Careers and Employability for further advice and support:
Phone: 0114 225 3752 Email: careers@shu.ac.uk