

**Accessibility Statement**

**Mid Yorkshire Teaching NHS Trust’s Careers Site**

This website accessibility statement is for the Trust’s careers site – **www.careers.midyorks.nhs.uk**

The website is run by Mid Yorkshire Teaching NHS Trust.

**Using the careers site**

Our careers site is provided by JobTrain, a third-party platform; as such, some aspects of accessibility are beyond our control. However, we are committed to ensuring that everyone who uses this website has a positive experience and can apply for our job vacancies.

Using your browser or assistive technology, you should be able to:

* zoom in up to 400% without the text spilling off the screen
* change colours, contrast levels and font style
* listen to content on the website using a screen reader, including the most recent versions of JAWS, NVDA and VoiceOver

**Content**

We’ve made the website text as simple as possible to understand. Some of the content used in our job descriptions and person specifications may contain technical content, and we use technical terms where there is no easier wording we could use without changing what the text means.

**Finding your way around**

Although you can navigate most of the website using just a keyboard, users will have to tab through all menu options in the menu and cannot close the menus and skip to the one they may want. This issue has been raised with our web developers to fix.

Users should also be able to navigate the site using speech recognition software. For those without their own assistive technology, the Recite Me Accessibility Toolbar is available. Designed for users with visual impairments or dyslexia, it offers a range of features, including adjusting font style and size, reading the page aloud, downloading an MP3 file of the content, modifying screen contrast, translating content, and more.

Users should also be able to use speech recognition software, or for those users who don’t have their own assistive technology, you can navigate the site using the Recite Me Accessibility Toolbar, aimed at users with visual impairments and dyslexia. It allows candidates to adjust the font and size, read the page aloud, download an MP3 file of the content, adjust the screen contrast, translate content, and many other features.

**Help and advice**

If you have a disability and need help in making your device easier to use, we recommend using My Computer My Way on AbilityNet’s website.

**Feedback and contact information**

If you have any problems in accessing our careers site or the information contained within it, please contact the Trust’s Recruitment Team:

Email: midyorks.recruitment@nhs.net

Call: 01924 546152

**Enforcement procedure**

The Equality and Human Rights Commission (EHRC) is responsible for enforcing the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 (the ‘accessibility regulations’). If you’re not happy with how we respond to your complaint, [contact the Equality Advisory and Support Service (EASS).](%22%20%20%22https%3A//www.equalityadvisoryservice.com/%22%20%5Ct%20%22_new)

**Technical information about this website’s accessibility**

The Mid Yorkshire Teaching NHS Trust is committed to making its careers website accessible, in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.

**Compliance status**

This website is partially compliant with the Web Content Accessibility Guidelines version 2.2 AA standard, due to the non-compliances listed below.

**Non-accessible content - non-compliance with regulations**

***PDF documents:***

There are some PDF documents which are not fully accessible, which includes:

* the structure of the content is not always available to assistive technology, which makes the content difficult to understand and navigate for users of screen readers (Info and relationships 1.3.1)
* the reading order of the content is not always logical, which means some content does not make sense when read out by text-to-speech software (Meaningful sequence 1.3.2)
* images do not always have text alternatives, which means some content is not available when using text-to-speech software (Non-text content 1.1.1)

We are working towards making PDFs accessible, which includes using accessible word alternatives for job descriptions and person specifications.

**How we tested this website**

The website has been tested by our supplier, JobTrain, who works closely with The Shaw Trust, specialists in assessing accessibility compliance and providing best-practice recommendations. Additionally, we conducted our own audit using the WAVE accessibility tool to manually test a selection of pages on both desktop and mobile devices.

**What we’re doing to improve accessibility**

We continually monitor our website for accessibility and work closely with our supplier (JobTrain) to ensure the careers site remains accessible and in line with current standards.

**Preparation of this accessibility statement**

This statement was prepared on 22 January 2025.