**Accessibility statement for bham.taleo.net**

This accessibility statement covers this website [bham.taleo.net] as the main recruitment website for the University of Birmingham. Please note that this statement covers the job advertisement, candidate profile and account, and vacancy application pages of bham.taleo.net that are available to candidates (either internal or external to the University, redeployment candidates, Honorary candidates, named candidates, or candidates applying for temporary casual work) applying to work at the University of Birmingham.

Please note that existing staff at the University of Birmingham also use bham.taleo.net to manage the recruitment and on-boarding of staff, however this area of bham.taleo.net is only available to University staff and therefore is not covered by this accessibility statement.

This website is run by the University of Birmingham. We want as many people as possible to be able to use this website. For example, this means you should be able to:

* Zoom in up to 500% without text spilling off the screen
* Navigate most of the website using just a keyboard
* Change colours, contrast levels and fonts
* Navigate most of the website using just a keyboard
* Listen to most of the website using a screen reader

We have also made the website text as simple as possible to understand.

[AbilityNet](https://abilitynet.org.uk/) has advice on making your device easier to use if you have a disability.

**How accessible this website is:**

We know some parts of this website are not fully accessible:

* You cannot modify the line height of text
* You cannot modify the spacing of text

**What to do if you cannot access parts of this website**

If you need information on this website in a different format, such as an accessible PDF or large print please contact: [csot@contacts.bham.ac.uk](mailto:csot@contacts.bham.ac.uk) or call 0121 414 2080.

If you require additional support with making an application for a vacancy or reviewing available vacancies then please contact: [workhere@contacts.bham.ac.uk](mailto:workhere@contacts.bham.ac.uk) or call 0121 415 9000.

We will consider your request and get back to you in 10 working days.

You do not need to give us details of your disability as part of your request.

**Reporting accessibility problems with this website**

We are always looking to improve the accessibility of this website. If you find any problems not listed on this page or think we’re not meeting accessibility requirements, contact: [csot@contacts.bham.ac.uk](mailto:csot@contacts.bham.ac.uk) or call 0121 414 2080. You do not need to give us details of your disability as part of your report.

**Enforcement procedure**

If you haven’t received a response to an accessible format request within 10 working days, or if you are unhappy with the response you have received from the University about any accessibility-related issue, you can make a complaint to the University by emailing [accessibility-complaint@contacts.bham.ac.uk](mailto:accessibility-complaint@contacts.bham.ac.uk)

You do not need to give us details of your disability as part of your complaint.

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 Services (EASS).](https://www.equalityadvisoryservice.com/)

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

The University of Birmingham is committed to making its website accessible, in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No.2) Accessibility Regulations 2018.

This website is partially compliant with the Web Content Accessibility Guidelines Version 2.1 AA standard, due to the non-compliances listed below.

**Non-accessible content**

The content listed below is non-accessible for the following reasons.

**Non-compliance with the accessibility regulations**

In some sections the background and foreground colours do not have a sufficient contrast ratio. This fails WCAG 2.1 success criterion 1.4.6 (Contrast).

A small number of images do not have [alt] attributes. This fails WCAG 2.1 success criterion 1.1.1 (Non-text Content).

Some form elements do not have associated labels, and some [id] attributes on the page are not unique. This fails WCAG 2.1 success criterion 1.3.5 (Identify Input Purpose).

Some lists do not contain only the appropriate (<li>) elements and script supporting elements (<script> and <template>), and some list items are not contained within the appropriate parent elements. This fails WCAG 2.1 success criterion 1.3.6 (Identify Purpose).

**How we tested this website**

This website was last tested on 18th October 2019 and we continue to test and audit on a regular basis. The testing was carried out by University staff using a selection of automated tools, as well as manual checks. As the website contains hundreds of pages, we selected a sample of pages to test based on average use, volume of traffic and content type.

We tested:

* Career vacancy pages for internal applicants, external applicants, redeployees, casual staff and named casual and non-casual staff
* Candidate account and profile pages
* Vacancy application pages

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

We aim that the following changes will be made:

* In sections where the background and foreground colours do not have a sufficient contrast ratio this will amended to ensure that there is sufficient contrast ratio.
* We will ensure that all images have [alt] attributes.
* We will ensure that form elements have associated labels, and [id] attributes on each page are unique
* We will ensure that all lists contain appropriate elements and script supporting elements and that all list items are contained within parent elements.
* Some lists do not contain only the appropriate (<li>) elements and script supporting elements (<script> and <template>), and some list items are not contained within the appropriate parent elements. This fails WCAG 2.1 success criterion 1.3.6 (Identify Purpose).

This statement was prepared on 18th October 2019 and it was last updated on 18th February 2019.