A guide to reasonable adjustments, support and accessibility for our assessment process

Welcome to our guide outlining reasonable adjustments and accessibility provisions for each stage of the assessment process. Please reach out to earlycareers@clydeco.com if you have any questions or would like to discuss further.

Application form

Our application form allows applicants to voluntarily share information about any reasonable adjustments or accessibility needs they may require throughout the assessment process. Providing this option ensures that we can better accommodate diverse needs, fostering an inclusive experience for all.

Cappfinity - Digital Assessment

Our digital assessment begins with a welcome video and short tutorial in using the platform and setting up your camera and sound. You will then move on to the assessment. Responses to questions can be in the format of free text, video recording or ranking items.

The Cappfinity platform:

- is created with WCAG standards in mind, which is the online standard for colour blindness.
- is compatible with screen readers
- allows for an increase/decrease in font size for anyone with visual impairments - full guidance depending on what browser is used is available here by clicking the link.

TopScore - Assessment Centre

- Our assessment centres vary per programme - so make sure you're clear what yours will involve before the day.
- You'll be told in advance whether your assessment centre will be virtual or in-person.
- Some tasks you could be doing include a written exercise, role play exercise, a group exercise and a strengths-based interview.

The TopScore platform can:

Change font and increase/decrease font size

Play audio (text to speech)

Change background, text and link colour

Be magnified

Be set to plain text mode, removing images

Translation into a different language

Be screen masked, creating a letterbox for a focused view

Users can log in, in advance to test out the features.
More information can be found by clicking the link here.

CLYDE&CO

Offer/Internship

At Clyde & Co, we believe that creating a workplace environment that is inclusive and accommodating for all interns and employees is essential to promoting a positive and productive work culture.

We recognise that all individuals bring unique strengths and challenges to the workplace, and we are committed to making adjustments to accommodate their needs where possible.

We value workplace adjustments because they enable individuals to fully participate and contribute to the firm's success, regardless of any physical, mental or other barriers they may face.

By making these adjustments, we demonstrate our commitment to diversity, equity and inclusion, and ensure that all employees have the opportunity to reach their full potential.

For interns joining the firm, you have the option to create a tailored adjustment plan with a member of the early careers team so we can best support you through your time with us.

For any additional questions or to speak to a member of the early careers team. please reach out to earlycareers@clydeco.com to discuss further.