

Accessibility Statement

The Access Group is committed to making its websites and mobile applications accessible, in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.

This accessibility statement applies to E-Recruit portal websites, which are part of a heritage People XD module.

Compliance status

E-Recruit Websites are partially compliant with the Web Content Accessibility Guidelines version [2.1] AA standard, due to the non-compliances listed below.

Global Issues

- Lack of designated page regions and bypass block
- There is no declaration of header, main, or navigation, limiting the feedback given to screen readers users about their location within the page. As this page is written in HTML4.0, these attributes are not available.
- Page does not reflow to mobile size.
- The page does not act in a responsive way down to mobile size to allow the website to be used on multiple devices.
- Information items cannot be selected using keyboard.
- The information buttons cannot be accessed when using the keyboard. They do not receive focus and are obscured from keyboard navigation and screen reader users.

Heading structure

- There is no logical heading structure for the page content, making it difficult to understand the importance and hierarchy of information on the page.
- Lack of colour contrast
- Text under the navigation links does not meet the colour contrast requirements. Other colours should be selected to make this easier to read.
- Links are not distinguishable as they only change colour. This means that users who are unable to perceive colour are unable to distinguish links from the rest of the content.

Login/Register section

- Hidden yet focusable second submit button.
- Insufficient form validation
- The validation used for the form does not highlight individual fields.

Search Vacancies

- Lack of labels for form inputs
- Forms lack the correct markup for form labels. These should be programmatically linked to the form fields they are associated with.

Job results page

- Page language not declared.
- Language of the page is not declared. This could cause issues for screen readers identifying the correct language to announce page content.

Non-accessible content

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

Issue	Location	WCAG 2.1 AA Criteria
Page does not contain landmarks	Header, nav, footer, main	1.3.1 Info and Relationships
No skip link/bypass block	All pages	2.4.1 Bypass Blocks
Pages lack correctly defined heading	All pages	2.4.6 Heading and Labels
Information icons can't be focused	Search appointments	2.4.7 Focus Visible/2.1.1. Keyboard
Can't navigate back to the first page by clicking on logo	All pages	3.2.3 Consistent Navigation
Page does not reflow to required size	All pages	1.4.10 Reflow
Colour contrast insufficient - text under links	Navigation	1.4.3 Contrast
Links not distinguishable	All pages	1.4.1 Use of Colour

Second submit button is barely visible and received keyboard focus	Registers/Login	2.1.1 Keyboard
Navigation contains two focusable elements, both receiving focus for the same link	Navigation	2.1.1 Keyboard
Form fields aren't highlighted individually when validation fails	Register/Login	3.3.1 Error identification
Form elements should have a label	Search Appointments	2.4.6 Heading and Labels
Page language is not declared	Individual job adverts	3.1.1 Language of a page

The E-Recruit module and associated web portals are no longer in active development. We recommend that customers who are still using this heritage module, migrate to an alternative solution (Volcanic), which is more modern and accessible.

Preparation of this accessibility statement

This statement was first prepared on the 15th of May 2024 by Mandy Robinson from the Access Group.

The accessibility evaluation was carried out Julian Dyer from the Access Group on the 8th of May 2024

The E-Recruit Web portal was evaluated against WCAG 2.1 AA, using MacOS Voiceover, Axe Chrome plugin and included manual keyboard testing and Inspect.

Feedback and contact information.

If you would like to give feedback on compliance failures, please use the following link and raise a case. <https://www.theaccessgroup.com/en-gb/support-hub/>

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).