**Guaranteed Interview Scheme**

We guarantee to interview anyone with a disability whose application meets the minimum criteria for the post.

By ‘minimum criteria’ we mean that you must provide us with evidence in your application form which demonstrates that you generally meet the level of competence required for each competence as set out in the job description, as well as meeting any of the qualifications, skills or experience defined as essential.

**What do we mean by disability?**

The Disability Discrimination Act, 1995 defines a disabled person as someone who has a physical or mental impairment which has a substantial and adverse long-term effect on his or her ability to carry out normal day-to-day activities. a-n includes neurodivergence within its own equality and diversity definition.

**How do I apply?**

If you want to apply for a guaranteed interview, simply complete the declaration below and send it in with your application.

We will try to provide access, equipment or other practical support to ensure that if you have a disability you can compete on equal terms with non-disabled people.

**DECLARATION**

**Post applied for:**

I consider myself to have a disability as defined above and I would like to apply for a guaranteed interview.

I require the following special arrangements to be made for me to be able to attend an interview:

|  |  |
| --- | --- |
|  | |
| Name:  Signature\*: | Date: |

*\* There is no need for a signature if you are submitting the form electronically*

Please return the completed form with your application.

ANY FALSE DECLARATION OF DISABILITY TO OBTAIN AN INTERVIEW WILL SUBSEQUENTLY INVALIDATE ANY OFFER OF A POST.