

# Guaranteed Interview Scheme

Development Initiatives (DI) is committed to the employment and career development of disabled people. As part of DI's commitment to become Disability Confident, the Guaranteed Interview Scheme (GIS) will ensure that DI interviews 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 which demonstrates that you generally meet the level of skills and experience defined as essential within the person specification of the role profile. Shortlisting against the desirable criteria will not be applied. However, candidates who do not meet the minimum criteria cannot be shortlisted.

The Equality Act 2010 defines someone as a disabled person if a) they have a physical or mental impairment; and b) the impairment has a substantial and long-term adverse effect on their ability to carry out normal day to day activities. In addition, certain conditions are deemed to be disabilities for this purpose (blindness, severe sight impairment, sight impairment and partial sightedness (provided this is certified by a consultant ophthalmologist); severe disfigurements, with the exception of unremoved tattoos and piercings; cancer, HIV infection and multiple sclerosis).

## How Do I Apply?

If you wish to apply under the Guaranteed Interview Scheme, simply complete the declaration below and send it in with your CV and cover letter.

## Declaration

I consider myself to have a disability as defined above and I would like to apply under the Guaranteed Interview Scheme.

Name:

Date:

Signature\*:

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

**If you require this form in an alternative format, please let us know**

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

**Please note: a request under the Guaranteed Interview Scheme does not guarantee you a job. At interview, the best candidate will be offered the post.**

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