



FAQs for Applicants regarding the Disability Confident Scheme

As a Disability Confident Committed employer CARE International UK is committed to:

- **Ensure its recruitment process is inclusive and accessible**
- **Communicate and promote vacancies**
- **Offer an interview to disabled people**
- **Anticipate and provide reasonable adjustments as required**
- **Support any existing employee who acquires a disability or long term health condition enabling them to stay in work**

1. What is the Disability Confident Scheme?

The Disability Confident Scheme aims to help employers make the most of the opportunities provided by employing disabled people. It is voluntary and has been developed by employers and disabled people's representatives. The Disability Confident Scheme has three levels that have been designed to support organisations. CARE International UK is a Disability Confident Committed Employer (Level 1). CARE International UK commits to the actions listed above.

2. What is classified as a disability?

You can find more information about what is classified as a disability at <https://www.gov.uk/definition-of-disability-under-equality-act-2010>

3. Why has CARE International UK decided to sign up to the commitment?

Gender Equality and Diversity (GED) is at the heart of the work CARE International UK does. The organisation is therefore very proud to demonstrate its commitment to fair employment through being a Disability Confident Committed Employer. By being part of the scheme, CARE International UK is leading the way in its community and discovering more skills and talents; whilst supporting people to fulfil their potential and contribute to their success.

CARE International UK is committed to ensure disabled people are treated fairly and have access to the same opportunities as non-disabled people. By using the Disability Confident logo, CARE International UK makes it clear that it welcomes disabled applicants for all roles in the organisation. It also shows existing employees that their contribution is valued and they will be treated fairly if they become disabled.

4. What does it mean if I see the Disability Confident logo on a job advert?

It means CARE International UK will guarantee to interview all disabled applicants via the Guaranteed Interview Scheme, **provided they meet the essential criteria** for that job.

5. What is the Guaranteed Interview Scheme?

As part of CARE International UK's commitment to being a Disability Confident employer, all disabled applicants who **meet the essential criteria** for a job vacancy will be interviewed. To be considered under the Guaranteed Interview Scheme, applicants will need to declare that they have a disability when prompted on the online application form.